



Construction Labour Relations
An Alberta Association

www.clra.org

WAGE SUMMARY

CONSTRUCTION – ALBERTA

2011-2015

Expiration dates noted at end of each section

*Trade Divisions denoted as ** are negotiated outside of CLR-A*

The Wage and Benefit Summary is a document created from the collective agreement provisions for the convenience of and as a service to our contractors. It is, however, the collective agreements, and not the summary, that is binding on employers. Accordingly, any user of the summary accepts any risk for any discrepancy between the summary and the respective collective agreements.

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September 26, 2014

DUES BREAKDOWN

INDUSTRIAL AUDIOMETRIC PROGRAM

- The “fee holiday” from Audiometric Fee remittances will be continued until May 2014, following which a contribution of \$0.01 per hour will become effective.

CEFAP

Effective July 1, 2013:

- 3¢ (three cents) per hour for hourly rated personnel
- \$4.50 (four dollars fifty cents) per month for salaried personnel
- \$0.50 (fifty cents) per month for Retirees

CONSTRUCTION LABOUR RELATIONS

Effective July 1, 2013:

- 6¢ (six cents) per hour worked

RSAP

Effective July 1, 2013:

- 7¢ (seven cents) per hour worked for Industrial Construction and Short Term Maintenance,
- 3.5¢ (three and a half cents) per hour for Long Term Maintenance and/or Fab shop

ALBERTA PROVINCIAL SUBSISTENCE RATES

Industrial

Alberta – Wide \$110.00 per day except for the following regions:

Location	Rate/Day	Location	Rate/Day
Athabasca	150.00	Grande Prairie	130.00
Effect Oct 5/14			
Bonnyville	150.00	Hanna	130.00
Calgary (Boilermakers)	150.00	Hardisty	145.00
Camrose	120.00	**Hinton	150.00
Canmore/Exshaw	155.00	Lloydminster	160.00
Caroline	140.00	**Medicine Hat	140.00
Cold Lake	150.00	Peace River	150.00
Drumheller	135.00	Pincher Creek Waterton	140.00
Edson	125.00	Red Deer	135.00
Elk Point/Vermilion	150.00	Stettler	120.00
Empress	135.00	Swan Hills	115.00
Fox Creek	150.00	Wainwright	145.00
Ft. McMurray	195.00	Whitecourt	130.00
Grande Cache	150.00		

**** effective August 31, 2014**

Commercial / Institutional Subsistence Rates

See applicable Collective Agreement

The subsistence rates change periodically, for current rates please check our website at www.clra.org.

RATES FOR TRADES NOT NEGOTIATED BY CLR-A

Rates for Trades listed on this page can be found by following the links provided:

Trade	Link
Boilermakers, Local #146	www.bcacanada.ca
Bricklayers – Red Brick, Local #1 & #2	www.bacedmonton.ca
Electricians, Local #254 & #424	http://www.ecaa.ab.ca
Glaziers, Local #177	http://www.iupat.ab.ca
Painters, Local #177	http://www.iupat.ab.ca
Teamsters, Local #362	http://www.teamsters362.com/About/Pipeconst.htm
Tilesetters, Local #1 & #2	Granite, Marble Tile & Terrazzo Union Contractors' Association, Suite 210, 3112 - 11th Street N.E. Calgary, AB, T2E 7J1 (No website available)

September 26, 2014

**BRICKLAYERS (PROV.) REFRACTORY
LOCAL UNIONS 1 & 2**

CONSTRUCTION & MAINTENANCE

5.01 (a) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 1 covered by this Agreement shall be:

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Foreman (\$5.00)					
1-May-11	\$49.39	\$4.94	\$1.10	\$5.00	\$60.43
6-May-12	\$50.13	\$5.01	\$1.10	\$5.00	\$61.24
4-Nov-12	\$50.85	\$5.09	\$1.10	\$5.00	\$62.04
5-May-13	\$50.98	\$5.10	\$1.10	\$5.00	\$62.18
3-Nov-13	\$51.70	\$5.17	\$1.10	\$5.00	\$62.97
4-May-14	\$52.38	\$5.24	\$1.10	\$5.00	\$63.72
2-Nov-14	\$53.01	\$5.30	\$1.10	\$5.00	\$64.41
Working Foreman (\$4.00)					
1-May-11	\$48.39	\$4.84	\$1.10	\$5.00	\$59.33
6-May-12	\$49.13	\$4.91	\$1.10	\$5.00	\$60.14
4-Nov-12	\$49.85	\$4.99	\$1.10	\$5.00	\$60.94
5-May-13	\$49.98	\$5.00	\$1.10	\$5.00	\$61.08
3-Nov-13	\$50.70	\$5.07	\$1.10	\$5.00	\$61.87
4-May-14	\$51.38	\$5.14	\$1.10	\$5.00	\$62.62
2-Nov-14	\$52.01	\$5.20	\$1.10	\$5.00	\$63.31
Journeyman					
1-May-11	\$44.39	\$4.44	\$1.10	\$5.00	\$54.93
6-May-12	\$45.13	\$4.51	\$1.10	\$5.00	\$55.74
4-Nov-12	\$45.85	\$4.59	\$1.10	\$5.00	\$56.54
5-May-13	\$45.98	\$4.60	\$1.10	\$5.00	\$56.68
3-Nov-13	\$46.70	\$4.67	\$1.10	\$5.00	\$57.47
4-May-14	\$47.38	\$4.74	\$1.10	\$5.00	\$58.22
2-Nov-14	\$48.01	\$4.80	\$1.10	\$5.00	\$58.91
3rd Year Apprentice (90%)					
1-May-11	\$39.95	\$3.99	\$1.10	\$5.00	\$50.04
6-May-12	\$40.61	\$4.06	\$1.10	\$5.00	\$50.77
4-Nov-12	\$41.27	\$4.13	\$1.10	\$5.00	\$51.50
5-May-13	\$41.38	\$4.14	\$1.10	\$5.00	\$51.62
3-Nov-13	\$42.03	\$4.20	\$1.10	\$5.00	\$52.33
4-May-14	\$42.64	\$4.26	\$1.10	\$5.00	\$53.00
2-Nov-14	\$43.21	\$4.32	\$1.10	\$5.00	\$53.63

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ARTICLE FIVE - WAGES

Local Union 1 (cont'd)

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
2nd Year Apprentice (80%)					
1-May-11	\$35.51	\$3.55	\$1.10	\$5.00	\$45.16
6-May-12	\$36.10	\$3.61	\$1.10	\$5.00	\$45.81
4-Nov-12	\$36.68	\$3.67	\$1.10	\$5.00	\$46.45
5-May-13	\$36.78	\$3.68	\$1.10	\$5.00	\$46.56
3-Nov-13	\$37.36	\$3.74	\$1.10	\$5.00	\$47.20
4-May-14	\$37.90	\$3.79	\$1.10	\$5.00	\$47.79
2-Nov-14	\$38.41	\$3.84	\$1.10	\$5.00	\$48.35
1st Year Apprentice (60%)					
1-May-11	\$26.63	\$2.66	\$1.10	\$5.00	\$35.39
6-May-12	\$27.08	\$2.71	\$1.10	\$5.00	\$35.89
4-Nov-12	\$27.51	\$2.75	\$1.10	\$5.00	\$36.36
5-May-13	\$27.59	\$2.76	\$1.10	\$5.00	\$36.45
3-Nov-13	\$28.02	\$2.80	\$1.10	\$5.00	\$36.92
4-May-14	\$28.43	\$2.84	\$1.10	\$5.00	\$37.37
2-Nov-14	\$28.81	\$2.88	\$1.10	\$5.00	\$37.79

CONSTRUCTION & MAINTENANCE

(b) The minimum wage rate for hours worked within the geographic jurisdiction of Local Union 2 covered by this Agreement shall be:

Local Union 2					
CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Foreman (\$5.00)					
1-May-11	\$49.85	\$4.99	\$1.10	\$4.50	\$60.44
6-May-12	\$50.58	\$5.06	\$1.10	\$4.50	\$61.24
4-Nov-12	\$51.31	\$5.13	\$1.10	\$4.50	\$62.04
5-May-13	\$51.44	\$5.14	\$1.10	\$4.50	\$62.18
3-Nov-13	\$52.15	\$5.22	\$1.10	\$4.50	\$62.97
4-May-14	\$52.84	\$5.28	\$1.10	\$4.50	\$63.72
2-Nov-14	\$53.46	\$5.35	\$1.10	\$4.50	\$64.41
Working Foreman (\$4.00)					
1-May-11	\$48.85	\$4.89	\$1.10	\$4.50	\$59.34
6-May-12	\$49.58	\$4.96	\$1.10	\$4.50	\$60.14
4-Nov-12	\$50.31	\$5.03	\$1.10	\$4.50	\$60.94
5-May-13	\$50.44	\$5.04	\$1.10	\$4.50	\$61.08
3-Nov-13	\$51.15	\$5.12	\$1.10	\$4.50	\$61.87
4-May-14	\$51.84	\$5.18	\$1.10	\$4.50	\$62.62
2-Nov-14	\$52.46	\$5.25	\$1.10	\$4.50	\$63.31

WAGE SUMMARY 2011-2015.....PAGE 7

ARTICLE FIVE - WAGES

Local Union 2 (cont'd)

CLASSIFICATION/ EFFECTIVE DATE	NET RATE	VAC & HOL PAY	HEALTH & WELFARE	PENSION	GROSS RATE
Journeyman					
1-May-11	\$44.85	\$4.48	\$1.10	\$4.50	\$54.93
6-May-12	\$45.58	\$4.56	\$1.10	\$4.50	\$55.74
4-Nov-12	\$46.31	\$4.63	\$1.10	\$4.50	\$56.54
5-May-13	\$46.44	\$4.64	\$1.10	\$4.50	\$56.68
3-Nov-13	\$47.15	\$4.72	\$1.10	\$4.50	\$57.47
4-May-14	\$47.84	\$4.78	\$1.10	\$4.50	\$58.22
2-Nov-14	\$48.46	\$4.85	\$1.10	\$4.50	\$58.91
3rd Year Apprentice (90%)					
1-May-11	\$40.37	\$4.04	\$1.10	\$4.50	\$50.01
6-May-12	\$41.02	\$4.10	\$1.10	\$4.50	\$50.72
4-Nov-12	\$41.68	\$4.17	\$1.10	\$4.50	\$51.45
5-May-13	\$41.80	\$4.18	\$1.10	\$4.50	\$51.58
3-Nov-13	\$42.44	\$4.24	\$1.10	\$4.50	\$52.28
4-May-14	\$43.06	\$4.31	\$1.10	\$4.50	\$52.97
2-Nov-14	\$43.61	\$4.36	\$1.10	\$4.50	\$53.57
2nd Year Apprentice (80%)					
1-May-11	\$35.88	\$3.59	\$1.10	\$4.50	\$45.07
6-May-12	\$36.46	\$3.65	\$1.10	\$4.50	\$45.71
4-Nov-12	\$37.05	\$3.70	\$1.10	\$4.50	\$46.35
5-May-13	\$37.15	\$3.72	\$1.10	\$4.50	\$46.47
3-Nov-13	\$37.72	\$3.77	\$1.10	\$4.50	\$47.09
4-May-14	\$38.27	\$3.83	\$1.10	\$4.50	\$47.70
2-Nov-14	\$38.77	\$3.88	\$1.10	\$4.50	\$48.25
1st Year Apprentice (60%)					
1-May-11	\$26.91	\$2.69	\$1.10	\$4.50	\$35.20
6-May-12	\$27.35	\$2.73	\$1.10	\$4.50	\$35.68
4-Nov-12	\$27.79	\$2.78	\$1.10	\$4.50	\$36.17
5-May-13	\$27.86	\$2.79	\$1.10	\$4.50	\$36.25
3-Nov-13	\$28.29	\$2.83	\$1.10	\$4.50	\$36.72
4-May-14	\$28.70	\$2.87	\$1.10	\$4.50	\$37.17
2-Nov-14	\$29.08	\$2.91	\$1.10	\$4.50	\$37.59

**BRICKLAYERS (PROV.) REFRACTORY (cont'd)
LOCAL UNIONS 1 & 2**

Note: For Local 1 Pension contributions \$0.50 of the above noted amounts is remitted to the Bricklayers and Trowel Trades International Pension Fund (refer to Article 10.02 for details)

NOTE – SEE LETTER OF UNDERSTANDING RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

➤ **Expiration Date April 30, 2015**

September 26, 2014

CARPENTERS (PROV.)**LOCALS 1325, 2103****INDUSTRIAL WORK - SCHEDULE "A" - (work included within Article 5.02)**

Effective Date	Base Wage	Hol & V.P	Health & Welfare	Pension	Training	Total Wage
Journeyman						
01 May 2011	38.63	3.86	1.40	6.60	.55	51.04
06 May 2012	39.36	3.94	1.40	6.60	.55	51.85
04 Nov 2012	40.04	4.01	1.40	6.60	.55	52.60
05 May 2013	40.17	4.02	1.40	6.60	.55	52.74
03 Nov 2013	40.84	4.09	1.40	6.60	.55	53.48
04 May 2014	41.53	4.15	1.40	6.60	.55	54.23
02 Nov 2014	41.93	4.19	1.60	6.60	.55	54.87
4th Yr Apprentice						
01 May 2011	34.77	3.48	1.40	6.60	.55	46.80
06 May 2012	35.42	3.54	1.40	6.60	.55	47.51
04 Nov 2012	36.04	3.60	1.40	6.60	.55	48.19
05 May 2013	36.15	3.62	1.40	6.60	.55	48.32
03 Nov 2013	36.76	3.68	1.40	6.60	.55	48.99
04 May 2014	37.38	3.74	1.40	6.60	.55	49.67
02 Nov 2014	37.74	3.77	1.60	6.60	.55	50.26
3rd Yr Apprentice						
01 May 2011	30.90	3.09	1.40	6.60	.55	42.54
06 May 2012	31.49	3.15	1.40	6.60	.55	43.19
04 Nov 2012	32.03	3.20	1.40	6.60	.55	43.78
05 May 2013	32.14	3.21	1.40	6.60	.55	43.90
03 Nov 2013	32.67	3.27	1.40	6.60	.55	44.49
04 May 2014	33.22	3.32	1.40	6.60	.55	45.09
02 Nov 2014	33.54	3.35	1.60	6.60	.55	45.64
2nd Yr Apprentice						
01 May 2011	27.04	2.70	1.40	6.60	.55	38.29
06 May 2012	27.55	2.76	1.40	6.60	.55	38.86
04 Nov 2012	28.03	2.80	1.40	6.60	.55	39.38
05 May 2013	28.12	2.81	1.40	6.60	.55	39.48
03 Nov 2013	28.59	2.86	1.40	6.60	.55	40.00
04 May 2014	29.07	2.91	1.40	6.60	.55	40.53
02 Nov 2014	29.35	2.94	1.60	6.60	.55	41.04
1st Yr Apprentice						
01 May 2011	23.18	2.32	1.40	6.60	.55	34.05
06 May 2012	23.62	2.36	1.40	6.60	.55	34.53
04 Nov 2012	24.02	2.40	1.40	6.60	.55	34.97
05 May 2013	24.10	2.41	1.40	6.60	.55	35.06
03 Nov 2013	24.50	2.45	1.40	6.60	.55	35.50
04 May 2014	24.92	2.49	1.40	6.60	.55	35.96
02 Nov 2014	25.16	2.52	1.60	6.60	.55	36.43

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX E) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

**CARPENTERS (PROV.) (cont'd)
LOCALS 1325, 2103**

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

NON-INDUSTRIAL WORK - SCHEDULE "B" (work not included within Art. 5.02)

Effective Date	Base Wage	Hol & V.P	Health & Welfare	Pension	Training	Total Wage
Journeyman						
01 May 2011	34.29	3.43	1.40	3.62	0.10	42.84
06 May 2012	35.26	3.53	1.40	3.62	0.10	43.91
05 May 2013	36.26	3.63	1.40	3.62	0.10	45.01
04 May 2014	37.29	3.73	1.40	3.62	0.10	46.14
4th Yr Apprentice						
01 May 2011	30.86	3.09	1.40	3.62	0.10	39.07
06 May 2012	31.73	3.17	1.40	3.62	0.10	40.02
05 May 2013	32.63	3.26	1.40	3.62	0.10	41.01
04 May 2014	33.56	3.36	1.40	3.62	0.10	42.04
3rd Yr Apprentice						
01 May 2011	27.43	2.74	1.40	3.62	0.10	35.29
06 May 2012	28.21	2.82	1.40	3.62	0.10	36.15
05 May 2013	29.01	2.90	1.40	3.62	0.10	37.03
04 May 2014	29.83	2.98	1.40	3.62	0.10	37.93
2nd Yr Apprentice						
01 May 2011	24.00	2.40	1.40	3.62	0.10	31.52
06 May 2012	24.68	2.47	1.40	3.62	0.10	32.27
05 May 2013	25.38	2.54	1.40	3.62	0.10	33.04
04 May 2014	26.10	2.61	1.40	3.62	0.10	33.83
1st Yr Apprentice						
01 May 2011	20.57	2.06	1.40	3.62	0.10	27.75
06 May 2012	21.16	2.12	1.40	3.62	0.10	28.40
05 May 2013	21.76	2.18	1.40	3.62	0.10	29.06
04 May 2014	22.37	2.24	1.40	3.62	0.10	29.73

➤ **Expiration Date April 30, 2015**

**CEMENT MASONS (PROV.)
LOCAL UNION 222**

INDUSTRIAL - Schedule "A"

Effective Date	Base Wage	Holiday & Vac.Pay	H & W Fund	Pension Fund	Training Fund	Total Wage
Journeyman						
01-May-11	39.76	3.98	1.00	5.00	0.35	50.09
06-May-12	40.04	4.01	1.25	5.25	0.35	50.90
04-Nov-12	40.34	4.04	1.40	5.50	0.35	51.63
05-May-13	40.47	4.05	1.40	5.50	0.35	51.77
03-Nov-13	41.04	4.10	1.50	5.50	0.35	52.49
04-May-14	41.49	4.15	1.50	5.75	0.35	53.24
02-Nov-14	42.06	4.21	1.50	5.75	0.35	53.87
3rd Yr Apprentice						
01-May-11	33.80	3.38	1.00	5.00	0.35	43.53
06-May-12	34.03	3.40	1.25	5.25	0.35	44.28
04-Nov-12	34.29	3.43	1.40	5.50	0.35	44.97
05-May-13	34.40	3.44	1.40	5.50	0.35	45.09
03-Nov-13	34.88	3.49	1.50	5.50	0.35	45.72
04-May-14	35.27	3.53	1.50	5.75	0.35	46.40
02-Nov-14	35.75	3.58	1.50	5.75	0.35	46.93
2nd Yr Apprentice						
01-May-11	29.82	2.98	1.00	5.00	0.35	39.15
06-May-12	30.03	3.00	1.25	5.25	0.35	39.88
04-Nov-12	30.26	3.03	1.40	5.50	0.35	40.54
05-May-13	30.35	3.04	1.40	5.50	0.35	40.64
03-Nov-13	30.78	3.08	1.50	5.50	0.35	41.21
04-May-14	31.12	3.11	1.50	5.75	0.35	41.83
02-Nov-14	31.55	3.16	1.50	5.75	0.35	42.31
1st Yr Apprentice						
01-May-11	25.84	2.58	1.00	5.00	0.35	34.77
06-May-12	26.03	2.60	1.25	5.25	0.35	35.48
04-Nov-12	26.22	2.62	1.40	5.50	0.35	36.09
05-May-13	26.31	2.63	1.40	5.50	0.35	36.19
03-Nov-13	26.68	2.67	1.50	5.50	0.35	36.70
04-May-14	26.97	2.70	1.50	5.75	0.35	37.27
02-Nov-14	27.34	2.73	1.50	5.75	0.35	37.67
Trainee						
01-May-11	21.87	2.19	1.00	5.00	0.35	30.41
06-May-12	22.02	2.20	1.25	5.25	0.35	31.07
04-Nov-12	22.19	2.22	1.40	5.50	0.35	31.66
05-May-13	22.26	2.23	1.40	5.50	0.35	31.74
03-Nov-13	22.57	2.26	1.50	5.50	0.35	32.18
04-May-14	22.82	2.28	1.50	5.75	0.35	32.70
02-Nov-14	23.13	2.31	1.50	5.75	0.35	33.04

NOTE – SEE LETTER OF UNDERSTANDING IN THE COLLECTIVE AGREEMENT RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

CEMENT MASONS (PROV.) (cont'd)
LOCAL UNION 222

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

NON-INDUSTRIAL - Schedule "B"

Effective Date	Base Wage	Holiday & Vac.Pay	H & W Fund	Pension Fund	Training Fund	Total Wage
Journeyman						
01-May-11	31.35	3.13	1.00	3.50	0.15	39.13
06-May-12	31.78	3.18	1.25	3.75	0.15	40.11
05-May-13	32.37	3.24	1.35	4.00	0.15	41.11
04-May-14	33.26	3.33	1.40	4.00	0.15	42.14
3rd Yr Apprentice (85% of Certified Journeyman Base Wage)						
01-May-11	26.65	2.67	1.00	3.50	0.15	33.97
06-May-12	27.01	2.70	1.25	3.75	0.15	34.86
05-May-13	27.51	2.75	1.35	4.00	0.15	35.76
04-May-14	28.27	2.83	1.40	4.00	0.15	36.65
2nd Yr Apprentice (75% of Certified Journeyman Base Wage)						
01-May-11	23.51	2.35	1.00	3.50	0.15	30.51
06-May-12	23.84	2.38	1.25	3.75	0.15	31.37
05-May-13	24.28	2.43	1.35	4.00	0.15	32.21
04-May-14	24.95	2.49	1.40	4.00	0.15	32.99
1st Yr Apprentice (65% of Certified Journeyman Base Wage)						
01-May-11	20.38	2.04	1.00	3.50	0.15	27.07
06-May-12	20.66	2.07	1.25	3.75	0.15	27.88
05-May-13	21.04	2.10	1.35	4.00	0.15	28.64
04-May-14	21.62	2.16	1.40	4.00	0.15	29.33
Trainee (55% of Certified Journeyman Base Wage)						
01-May-11	17.24	1.72	1.00	3.50	0.15	23.61
06-May-12	17.48	1.75	1.25	3.75	0.15	24.38
05-May-13	17.80	1.78	1.35	4.00	0.15	25.08
04-May-14	18.29	1.83	1.40	4.00	0.15	25.67

➤ **Expiration Date April 30 2015**

**ELEVATOR CONSTRUCTORS (PROV.)
LOCAL UNIONS 122 & 130**

CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR

Effective Date	Base Wage	Hol & Vac	H & W	Pension	Other	Gross Wage
Established Mechanic 06-May-2012	48.77	5.36	1.18	2.25	0.25	57.81

Rate Percentage of Established Mechanic (listed above):

Probationary Helper	50% (fifty percent)	24.39
Helper	55% (fifty-five percent)	26.82
Helper 1	70% (seventy percent)	34.14
Helper 2	75% (seventy-five percent)	36.58
Helper 3	80% (eighty percent)	39.02
Mechanic-in-Charge -	112½% (one hundred twelve & one half percent)	54.87
Mechanic-in-Charge -	115% (one hundred fifteen percent)	56.09
Mechanic-in-Charge -	120% (one hundred twenty percent)	58.52
Adjuster	115% (one hundred fifteen percent)	56.09
Local Representative	112½% (one hundred twelve & one half percent)	54.87

Effective Date	Base Wage	Hol & Vac	H & W	Pension	Other	Gross Wage
Established Mechanic 06-May-2013	49.72	5.97	1.18	2.25	0.25	59.37

Rate Percentage of Established Mechanic (listed above):

Probationary Helper	50% (fifty percent)	24.86
Helper	55% (fifty-five percent)	27.35
Helper 1	70% (seventy percent)	34.80
Helper 2	75% (seventy-five percent)	37.29
Helper 3	80% (eighty percent)	39.78
Mechanic-in-Charge -	112½% (one hundred twelve & one half percent)	55.94
Mechanic-in-Charge -	115% (one hundred fifteen percent)	57.18
Mechanic-in-Charge -	120% (one hundred twenty percent)	59.66
Adjuster	115% (one hundred fifteen percent)	57.18
Local Representative	112½% (one hundred twelve & one half percent)	55.94

**ELEVATOR CONSTRUCTORS (PROV.) (cont'd)
LOCAL UNIONS 122 & 130**

CONSTRUCTION AND MAINTENANCE, SERVICE & REPAIR (cont'd)

Effective Date	Base Wage	Hol & Vac	H & W	Pension	Other	Gross Wage
Established Mechanic						
01-May-2014	51.04	6.12	1.18	2.25	0.25	60.84
Rate Percentage of Established Mechanic (listed above):						
Probationary Helper		50% (fifty percent)				25.52
Helper		55% (fifty-five percent)				28.07
Helper 1		70% (seventy percent)				35.73
Helper 2		75% (seventy-five percent)				38.28
Helper 3		80% (eighty percent)				40.83
Mechanic-in-Charge -		112½% (one hundred twelve & one half percent)				57.42
Mechanic-in-Charge -		115% (one hundred fifteen percent)				58.70
Mechanic-in-Charge -		120% (one hundred twenty percent)				61.25
Adjuster		115% (one hundred fifteen percent)				58.70
Local Representative		112½% (one hundred twelve & one half percent)				57.42

Other: Education Fund

➤ **Expiration Date April 30, 2015**

September 26, 2014

INSULATORS (PROV.)

LOCAL 110

INDUSTRIAL

Effective Date	Base Rate	SH &V	H&W	WC	Pension	PITT	Training	Total
Foreman								
July 31, 2011	46.03	4.60	1.40	0.10	5.00	0.50	0.25	57.88
May 6, 2012	46.03	4.60	1.40	0.10	5.81	0.50	0.25	58.69
Nov. 4, 2012	46.72	4.67	1.40	0.10	5.81	0.50	0.25	59.45
May 5, 2013	46.72	4.67	1.54	0.10	5.81	0.50	0.25	59.59
Nov 3, 2013	47.40	4.74	1.54	0.10	5.81	0.50	0.25	60.34
May 4, 2014	47.40	4.74	1.85	0.10	6.25	0.50	0.25	61.09
Nov. 2, 2014	48.00	4.80	1.85	0.10	6.25	0.50	0.25	61.75
Journeyman								
July 31, 2011	40.94	4.09	1.40	0.10	5.00	0.50	0.25	52.28
May 6, 2012	40.94	4.09	1.40	0.10	5.81	0.50	0.25	53.09
Nov. 4, 2012	41.63	4.16	1.40	0.10	5.81	0.50	0.25	53.85
May 5, 2013	41.63	4.16	1.54	0.10	5.81	0.50	0.25	53.99
Nov 3, 2013	42.31	4.23	1.54	0.10	5.81	0.50	0.25	54.74
May 4, 2014	42.31	4.23	1.85	0.10	6.25	0.50	0.25	55.49
Nov. 2, 2014	42.91	4.29	1.85	0.10	6.25	0.50	0.25	56.15
3rd Year Apprentice – Based on 80% of the Journeyman Rate								
Nov 3, 2013	33.85	3.39	1.54	0.10	5.81	0.50	0.25	45.44
May 4, 2014	33.85	3.39	1.85	0.10	6.25	0.50	0.25	46.19
Nov. 2, 2014	34.33	3.43	1.85	0.10	6.25	0.50	0.25	46.71
2nd Year Apprentice – Based on 65% of the Journeyman Rate								
Nov 3, 2013	27.50	2.75	1.54	0.10	5.81	0.50	0.25	38.45
May 4, 2014	27.50	2.75	1.85	0.10	6.25	0.50	0.25	39.20
Nov. 2, 2014	27.89	2.79	1.85	0.10	6.25	0.50	0.25	39.63
1st Year Apprentice and Helper – Based on 50% of the Journeyman Rate								
Nov 3, 2013	21.16	2.12	1.54	0.10	2.91	0.50	0.25	28.58
May 4, 2014	21.16	2.12	1.85	0.10	3.13	0.50	0.25	29.11
Nov. 2, 2014	21.46	2.15	1.85	0.10	3.13	0.50	0.25	29.44

**Industrial Temporary Foreign Workers and Pensioners
(Refer to Appendix A in this Collective Agreement)**

**INSULATORS (PROV.) (cont'd)
LOCAL 110**

COMMERCIAL/INSTITUTIONAL

Effective Date	Base Rate	SH & V	H&W	WC	Pension	PITT	Training	Total
Foreman								
July 31, 2011	35.02	3.50	1.40	0.10	5.00	0.50	0.25	45.77
May 6, 2012	35.04	3.50	1.40	0.10	5.81	0.50	0.25	46.60
May 5, 2013	35.69	3.57	1.54	0.10	5.81	0.50	0.25	47.46
May 4, 2014	35.78	3.58	1.85	0.10	6.25	0.50	0.25	48.31
Journeyman								
July 31, 2011	31.17	3.12	1.40	0.10	5.00	0.50	0.25	41.54
May 6, 2012	31.19	3.12	1.40	0.10	5.81	0.50	0.25	42.37
May 5, 2013	31.84	3.18	1.54	0.10	5.81	0.50	0.25	43.22
May 4, 2014	31.93	3.19	1.85	0.10	6.25	0.50	0.25	44.07
3rd Year Apprentice - Based on 80% of the Journeyman Rate								
Nov 3, 2013	25.47	2.55	1.54	0.10	5.81	0.50	0.25	36.22
May 4, 2014	25.54	2.55	1.85	0.10	6.25	0.50	0.25	37.04
2nd Year Apprentice - Based on 65% of the Journeyman Rate								
Nov 3, 2013	20.70	2.07	1.54	0.10	5.81	0.50	0.25	30.97
May 4, 2014	20.75	2.08	1.85	0.10	6.25	0.50	0.25	31.78
1st Year Apprentice - Based on 50% of the Journeyman Rate								
Nov 3, 2013	15.92	1.59	1.54	0.10	2.91	0.50	0.25	22.81
May 4, 2014	15.97	1.60	1.85	0.10	3.13	0.50	0.25	23.40

**Commercial/Institutional Temporary Foreign Workers and Pensioners
(Refer to Appendix A in the Collective Agreement)**

➤ **Expiration Date April 30, 2015**

WAGE SUMMARY 2011-2015.....PAGE 17

**IRONWORKERS REINFORCING (PROV.)
LOCAL UNIONS 720 & 725**

INDUSTRIAL (for work as defined in Clause 2.03)

EFFECTIVE DATE	WAGES	VAC. PAY	HOL. PAY	H&W	PENS	TRAINING	GLOVES	TOTAL
<u>Industrial Rates</u>								
Foreman (110% of Journeyman)								
Oct. 2/11	40.60	2.44	1.46	1.80	5.25	0.40	0.15	52.10
May 6/12	41.16	2.47	1.48	1.95	5.25	0.50	0.15	52.96
Nov. 4/12	41.42	2.48	1.49	2.05	5.50	0.60	0.15	53.69
May 5/13	41.42	2.48	1.49	2.05	5.64	0.60	0.15	53.83
Nov 3/13	42.11	2.53	1.52	2.05	5.64	0.60	0.15	54.60
May 4/14	42.87	2.57	1.54	2.05	5.64	0.60	0.15	55.42
Nov 2/14	43.47	2.61	1.57	2.05	5.64	0.60	0.15	56.09
Leadhand (105% of Journeyman)								
Oct. 2/11	38.75	2.33	1.40	1.80	5.25	0.40	0.15	50.08
May 6/12	39.29	2.36	1.41	1.95	5.25	0.50	0.15	50.91
Nov. 4/12	39.53	2.37	1.42	2.05	5.50	0.60	0.15	51.62
May 5/13	39.53	2.37	1.42	2.05	5.64	0.60	0.15	51.76
Nov 3/13	40.19	2.41	1.45	2.05	5.64	0.60	0.15	52.49
May 4/14	40.92	2.46	1.47	2.05	5.64	0.60	0.15	53.29
Nov 2/14	41.50	2.49	1.49	2.05	5.64	0.60	0.15	53.92
Journeyman								
Oct. 2/11	36.91	2.21	1.33	1.80	5.25	0.40	0.15	48.05
May 6/12	37.42	2.25	1.35	1.95	5.25	0.50	0.15	48.87
Nov 4/12	37.65	2.26	1.36	2.05	5.50	0.60	0.15	49.57
May 5/13	37.65	2.26	1.36	2.05	5.64	0.60	0.15	49.71
Nov 3/13	38.28	2.30	1.38	2.05	5.64	0.60	0.15	50.40
May 4/14	38.97	2.34	1.40	2.05	5.64	0.60	0.15	51.15
Nov 2/14	39.52	2.37	1.42	2.05	5.64	0.60	0.15	51.75
4th Level (90% of Journeyman from 2250 hours to 3000 hours)								
Oct 2/11	33.22	1.99	1.20	1.80	5.25	0.40	0.15	44.01
May 6/12	33.68	2.02	1.21	1.95	5.25	0.50	0.15	44.76
Nov 4/12	33.89	2.03	1.22	2.05	5.50	0.60	0.15	45.44
May 5/13	33.89	2.03	1.22	2.05	5.64	0.60	0.15	45.58
Nov 3/13	34.45	2.07	1.24	2.05	5.64	0.60	0.15	46.20
May 4/14	35.07	2.10	1.26	2.05	5.64	0.60	0.15	46.87
Nov 2/14	35.57	2.13	1.28	2.05	5.64	0.60	0.15	47.42

IRONWORKERS REINFORCING (PROV.) (cont'd)
LOCAL UNIONS 720 & 725

3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)

Oct 2/11	29.53	1.77	1.06	1.80	5.25	0.40	0.15	39.96
May 6/12	29.94	1.80	1.08	1.95	5.25	0.50	0.15	40.67
Nov 4/12	30.12	1.81	1.08	2.05	5.50	0.60	0.15	41.31
May 5/13	30.12	1.81	1.08	2.05	5.64	0.60	0.15	41.45
Nov 3/13	30.62	1.84	1.10	2.05	5.64	0.60	0.15	42.00
May 4/14	31.18	1.87	1.12	2.05	5.64	0.60	0.15	42.61
Nov 2/14	31.62	1.90	1.14	2.05	5.64	0.60	0.15	43.10

2nd Level (70% of Journeyperson from 750 hours to 1500 hours)

Oct 2/11	25.83	1.55	0.93	1.80	5.25	0.40	0.15	35.91
May 6/12	26.19	1.57	0.94	1.95	5.25	0.50	0.15	36.55
Nov 4/12	26.36	1.58	0.95	2.05	5.50	0.60	0.15	37.19
May 5/13	26.36	1.58	0.95	2.05	5.64	0.60	0.15	37.33
Nov 3/13	26.80	1.61	0.96	2.05	5.64	0.60	0.15	37.81
May 4/14	27.28	1.64	0.98	2.05	5.64	0.60	0.15	38.34
Nov 2/14	27.66	1.66	1.00	2.05	5.64	0.60	0.15	38.76

1st Level (60% of Journeyperson for the next 375 hours)

Oct 2/11	22.14	1.33	0.80	1.80	5.25	0.40	0.15	31.87
May 6/12	22.45	1.35	0.81	1.95	5.25	0.50	0.15	32.46
Nov 4/12	22.59	1.36	0.81	2.05	5.50	0.60	0.15	33.06
May 5/13	22.59	1.36	0.81	2.05	5.64	0.60	0.15	33.20
Nov 3/13	22.97	1.38	0.83	2.05	5.64	0.60	0.15	33.62
May 4/14	23.38	1.40	0.84	2.05	5.64	0.60	0.15	34.06
Nov 2/14	23.71	1.42	0.85	2.05	5.64	0.60	0.15	34.42

1st Level (60% of Journeyperson for the first 90 calendar days)

Oct 2/11	22.14	1.33	0.80	1.80	0.00	0.40	0.15	26.62
May 6/12	22.45	1.35	0.81	1.95	0.00	0.50	0.15	27.21
Nov 4/12	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56
May 5/13	22.59	1.36	0.81	2.05	0.00	0.60	0.15	27.56
Nov 3/13	22.97	1.38	0.83	2.05	0.00	0.60	0.15	27.98
May 4/14	23.38	1.40	0.84	2.05	0.00	0.60	0.15	28.42
Nov 2/14	23.71	1.42	0.85	2.05	0.00	0.60	0.15	28.78

WAGE SUMMARY 2011-2015.....PAGE 19

**IRONWORKERS REINFORCING (PROV.) (cont'd)
LOCAL UNIONS 720 & 725**

COMMERCIAL (for work that is not Industrial Work as defined in Clause 2.03)

EFFECTIVE DATE	WAGES	VAC. PAY	HOL. PAY	H&W	PENS	TRAINING	GLOVES	TOTAL
Foreman (110% of Journeyperson)								
Oct. 2/11	38.52	2.31	1.39	1.80	4.50	0.40	0.15	49.07
Nov 3/13	39.15	2.35	1.41	1.80	4.50	0.40	0.15	49.76
Leadhand (105% of Journeyperson)								
Oct. 2/11	36.77	2.21	1.32	1.80	4.50	0.40	0.15	47.15
Nov 3/13	37.37	2.24	1.35	1.80	4.50	0.40	0.15	47.81
Journeyperson								
Oct. 2/11	35.02	2.10	1.26	1.80	4.50	0.40	0.15	45.23
Nov 3/13	35.59	2.14	1.28	1.80	4.50	0.40	0.15	45.86
4th Level (90% of Journeyperson from 2250 hours to 3000 hours)								
Oct 2/11	31.52	1.89	1.13	1.80	4.50	0.40	0.15	41.39
Nov 3/13	32.03	1.92	1.15	1.80	4.50	0.40	0.15	41.95
3rd Level (80% of Journeyperson from 1500 hours to 2250 hours)								
Oct 2/11	28.01	1.68	1.01	1.80	4.50	0.40	0.15	37.55
Nov 3/13	28.47	1.71	1.02	1.80	4.50	0.40	0.15	38.05
2nd Level (70% of Journeyperson from 750 hours to 1500 hours)								
Oct 2/11	24.51	1.47	0.88	1.80	4.50	0.40	0.15	33.71
Nov 3/13	24.91	1.49	0.90	1.80	4.50	0.40	0.15	34.15
1st Level (60% of Journeyperson for the next 375 hours)								
Oct 2/11	21.01	1.26	0.76	1.80	4.50	0.40	0.15	29.68
Nov 3/13	21.35	1.28	0.77	1.80	4.50	0.40	0.15	30.25
1st Level (60% of Journeyperson for the first ninety (90) calendar days)								
Oct 2/11	21.01	1.26	0.76	1.80	0.00	0.40	0.15	25.38
Nov 3/13	21.35	1.28	0.77	1.80	0.00	0.40	0.15	25.75

NOTE: 2012 Rates unchanged from 02-Oct-2011 rates

➤ **Expiration Date April 30, 2015**

**IRONWORKERS STRUCTURAL (PROV.)
LOCAL UNIONS 720 & 725**

EFFECTIVE DATE	BASE RATE	V.P	S.H.P.	H&W	PENS	APPR. FUND	TOTAL
<u>Industrial Rates</u>							
Foreman (\$5.50 over Jmn)							
Oct. 2/11	\$45.56	\$2.73	\$1.82	\$2.25	\$6.25	\$0.60	\$59.21
May 6/12	\$46.07	\$2.76	\$1.84	\$2.40	\$6.25	\$0.70	\$60.02
Nov. 4/12	\$46.37	\$2.78	\$1.85	\$2.50	\$6.50	\$0.80	\$60.80
May 5/13	\$46.37	\$2.78	\$1.85	\$2.50	\$6.64	\$0.80	\$60.94
Nov 3/13	\$47.07	\$2.82	\$1.88	\$2.50	\$6.64	\$0.80	\$61.71
May 4/14	\$47.75	\$2.87	\$1.91	\$2.50	\$6.64	\$0.80	\$62.47
Nov 2/14	\$48.35	\$2.91	\$1.93	\$2.50	\$6.64	\$0.80	\$63.13
Journeyman							
Oct. 2/11	\$40.06	\$2.40	\$1.60	\$2.25	\$6.25	\$0.60	\$53.16
May 6/12	\$40.57	\$2.43	\$1.62	\$2.40	\$6.25	\$0.70	\$53.97
Nov. 4/12	\$40.87	\$2.45	\$1.63	\$2.50	\$6.50	\$0.80	\$54.75
May 5/13	\$40.87	\$2.45	\$1.63	\$2.50	\$6.64	\$0.80	\$54.89
Nov 3/13	\$41.57	\$2.49	\$1.66	\$2.50	\$6.64	\$0.80	\$55.66
May 4/14	\$42.25	\$2.53	\$1.69	\$2.50	\$6.64	\$0.80	\$56.41
Nov 2/14	\$42.85	\$2.57	\$1.72	\$2.50	\$6.64	\$0.80	\$57.08
Generalist 4th year (90% of Jmn)							
Oct. 2/11	\$36.05	\$2.16	\$1.44	\$2.25	\$6.25	\$0.60	\$48.75
May 6/12	\$36.51	\$2.19	\$1.46	\$2.40	\$6.25	\$0.70	\$49.51
Nov 4/12	\$36.78	\$2.21	\$1.47	\$2.50	\$6.50	\$0.80	\$50.26
May 5/13	\$36.78	\$2.21	\$1.47	\$2.50	\$6.64	\$0.80	\$50.40
Nov 3/13	\$37.41	\$2.24	\$1.50	\$2.50	\$6.64	\$0.80	\$51.09
May 4/14	\$38.03	\$2.28	\$1.52	\$2.50	\$6.64	\$0.80	\$51.77
Nov 2/14	\$38.57	\$2.31	\$1.55	\$2.50	\$6.64	\$0.80	\$52.37
3rd Level (80% of Jmn)							
Oct 2/11	\$32.05	\$1.92	\$1.28	\$2.25	\$6.25	\$0.60	\$44.35
May 6/12	\$32.46	\$1.95	\$1.30	\$2.40	\$6.25	\$0.70	\$45.06
Nov 4/12	\$32.70	\$1.96	\$1.31	\$2.50	\$6.50	\$0.80	\$45.77
May 5/13	\$32.70	\$1.96	\$1.31	\$2.50	\$6.64	\$0.80	\$45.91
Nov 3/13	\$33.25	\$2.00	\$1.33	\$2.50	\$6.64	\$0.80	\$46.52
May 4/14	\$33.80	\$2.03	\$1.35	\$2.50	\$6.64	\$0.80	\$47.12
Nov 2/14	\$34.28	\$2.06	\$1.37	\$2.50	\$6.64	\$0.80	\$47.65

IRONWORKERS STRUCTURAL (PROV)(cont'd)
LOCAL UNIONS 720 & 725

2nd Level (70% of Jmn)

Oct 2/11	\$28.04	\$1.68	\$1.12	\$2.25	\$6.25	\$0.60	\$39.94
May 6/12	\$28.40	\$1.70	\$1.14	\$2.40	\$6.25	\$0.70	\$40.59
Nov 4/12	\$28.61	\$1.72	\$1.14	\$2.50	\$6.50	\$0.80	\$41.27
May 5/13	\$28.61	\$1.72	\$1.14	\$2.50	\$6.64	\$0.80	\$41.41
Nov 3/13	\$29.10	\$1.75	\$1.16	\$2.50	\$6.64	\$0.80	\$41.95
May 4/14	\$29.58	\$1.77	\$1.18	\$2.50	\$6.64	\$0.80	\$42.47
Nov 2/14	\$30.00	\$1.80	\$1.20	\$2.50	\$6.64	\$0.80	\$42.94

1st Level (60% of Jmn) (751-1500 hours)

Oct 2/11	\$24.04	\$1.44	\$0.96	\$2.25	\$6.25	\$0.60	\$35.54
May 6/12	\$24.34	\$1.46	\$0.97	\$2.40	\$6.25	\$0.70	\$36.12
Nov 4/12	\$24.52	\$1.47	\$0.98	\$2.50	\$6.50	\$0.80	\$36.77
May 5/13	\$24.52	\$1.47	\$0.98	\$2.50	\$6.64	\$0.80	\$36.91
Nov 3/13	\$24.94	\$1.50	\$1.00	\$2.50	\$6.64	\$0.80	\$37.38
May 4/14	\$25.35	\$1.52	\$1.01	\$2.50	\$6.64	\$0.80	\$37.82
Nov 2/14	\$25.71	\$1.54	\$1.03	\$2.50	\$6.64	\$0.80	\$38.22

1st Level (60% of Jmn) (0 - 750 hours)

Aug 18/13	\$24.52	\$1.47	\$0.98	\$2.50	\$0.00	\$0.80	\$30.27
Nov 3/13	\$24.94	\$1.50	\$1.00	\$2.50	\$0.00	\$0.80	\$30.74
May 4/14	\$25.35	\$1.52	\$1.01	\$2.50	\$0.00	\$0.80	\$31.18
Nov 2/14	\$25.71	\$1.54	\$1.03	\$2.50	\$0.00	\$0.80	\$31.58

Welder Apprentice Rates: (Journeyman, foreman and Pre-Apprentice rates are the same as Ironworkers rates above)

3rd Level (90% of Journeyman)

Oct 2/11	\$36.05	\$2.16	\$1.44	\$2.25	\$6.25	\$0.60	\$48.75
May 6/12	\$36.51	\$2.19	\$1.46	\$2.40	\$6.25	\$0.70	\$49.51
Nov 4/12	\$36.78	\$2.21	\$1.47	\$2.50	\$6.50	\$0.80	\$50.26
May 5/13	\$36.78	\$2.21	\$1.47	\$2.50	\$6.64	\$0.80	\$50.40
Nov 3/13	\$37.41	\$2.24	\$1.50	\$2.50	\$6.64	\$0.80	\$51.09
May 4/14	\$38.03	\$2.28	\$1.52	\$2.50	\$6.64	\$0.80	\$51.77
Nov 2/14	\$38.57	\$2.31	\$1.55	\$2.50	\$6.64	\$0.80	\$52.37

2nd Level (75% of Journeyman)

Oct 2/11	\$30.05	\$1.80	\$1.20	\$2.25	\$6.25	\$0.60	\$42.15
May 6/12	\$30.43	\$1.83	\$1.22	\$2.40	\$6.25	\$0.70	\$42.83
Nov 4/12	\$30.65	\$1.84	\$1.23	\$2.50	\$6.50	\$0.80	\$43.52
May 5/13	\$30.65	\$1.84	\$1.23	\$2.50	\$6.64	\$0.80	\$43.66
Nov 3/13	\$31.17	\$1.87	\$1.25	\$2.50	\$6.64	\$0.80	\$44.23
May 4/14	\$31.69	\$1.90	\$1.27	\$2.50	\$6.64	\$0.80	\$44.80
Nov 2/14	\$32.14	\$1.93	\$1.28	\$2.50	\$6.64	\$0.80	\$45.29

**IRONWORKERS STRUCTURAL (PROV)(cont'd)
LOCAL UNIONS 720 & 725**

1st Level (60% of Journeyman)

Oct 2/11	\$24.04	\$1.44	\$0.96	\$2.25	\$6.25	\$0.60	\$35.54
May 6/12	\$24.34	\$1.46	\$0.97	\$2.40	\$6.25	\$0.70	\$36.12
Nov 4/12	\$24.52	\$1.47	\$0.98	\$2.50	\$6.50	\$0.80	\$36.77
May 5/13	\$24.52	\$1.47	\$0.98	\$2.50	\$6.64	\$0.80	\$36.91
Nov 3/13	\$24.94	\$1.50	\$1.00	\$2.50	\$6.64	\$0.80	\$37.38
May 4/14	\$25.35	\$1.52	\$1.01	\$2.50	\$6.64	\$0.80	\$37.82
Nov 2/14	\$25.71	\$1.54	\$1.03	\$2.50	\$6.64	\$0.80	\$38.22

COMMERCIAL & INSTITUTIONAL (2012 Rate unchanged from 02-Oct-12 rates)

EFFECTIVE DATE	BASE RATE	V.P	S.H.P.	H&W	PENS	APPR. FUND	TOTAL
Foreman (\$4.75 over Jmn.)							
Oct. 2/11	42.31	2.54	1.69	2.25	5.25	0.60	54.64
Nov 3/13	42.93	2.58	1.72	2.25	5.25	0.60	55.33
Journeyman (\$2.50 less than industrial Jmn.)							
Oct. 2/11	37.56	2.25	1.50	2.25	5.25	0.60	49.41
Nov 3/13	38.18	2.29	1.53	2.25	5.25	0.60	50.10
Generalist 4th year (90% of Journeyman)							
Oct. 2/11	33.80	2.03	1.35	2.25	5.25	0.60	45.28
Nov 3/13	34.36	2.06	1.37	2.25	5.25	0.60	45.89
3rd Level (80% of Journeyman)							
Oct. 2/11	30.05	1.80	1.20	2.25	5.25	0.60	41.15
Nov 3/13	30.54	1.83	1.22	2.25	5.25	0.60	41.69
2nd Level (70% of Journeyman)							
Oct. 2/11	26.29	1.58	1.05	2.25	5.25	0.60	37.02
Nov 3/13	26.73	1.60	1.07	2.25	5.25	0.60	37.50
1st Level (60% of Journeyman) (751 – 1500 Hours)							
Oct. 2/11	22.54	1.35	0.90	2.25	5.25	0.60	32.89
Nov 3/13	22.91	1.37	0.92	2.25	5.25	0.60	33.30
1st Level (60% of Journeyman) (0 - 750 Hours)							
Aug 18/13	22.54	1.35	0.90	2.25	0.00	0.60	27.64
Nov 3/13	22.91	1.37	0.92	2.25	0.00	0.60	28.05

➤ **Expiration Date April 30, 2015**

LABOURERS GENERAL CONSTRUCTION (PROV.)
LOCAL UNIONS 92 & 1111

Part A – INDUSTRIAL WORK - Industrial Terms and Conditions

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
Certified Construction Craft Labourer						
May 1, 2011	33.70	3.37	1.60	4.25	0.45	43.37
May 6, 2012	33.70	3.37	1.60	5.06	0.45	44.18
Nov.4, 2012	34.27	3.43	1.60	5.06	0.45	44.81
May 5, 2013	34.27	3.43	1.74	5.06	0.45	44.95
Nov 3, 2013	34.55	3.46	2.06	5.06	0.45	45.58
May 4, 2014	35.24	3.52	2.06	5.06	0.45	46.33
Nov 2, 2014	35.74	3.57	2.06	5.06	0.45	46.88
Uncertified Labourer (93% of Certified Construction Craft Labourer Rate)						
May 1, 2011	31.34	3.13	1.60	4.25	0.45	40.77
May 6, 2012	31.34	3.13	1.60	5.06	0.45	41.58
Nov.4, 2012	31.87	3.19	1.60	5.06	0.45	42.17
May 5, 2013	31.87	3.19	1.74	5.06	0.45	42.31
Nov 3, 2013	32.13	3.21	2.06	5.06	0.45	42.91
May 4, 2014	32.77	3.28	2.06	5.06	0.45	43.62
Nov 2, 2014	33.24	3.32	2.06	5.06	0.45	44.13
Trainee 3 (85% of Certified Construction Craft Labourer Rate)						
May 1, 2011	28.65	2.87	1.60	4.25	0.45	37.82
May 6, 2012	28.65	2.87	1.60	5.06	0.45	38.63
Nov.4, 2012	29.13	2.91	1.60	5.06	0.45	39.15
May 5, 2013	29.13	2.91	1.74	5.06	0.45	39.29
Nov 3, 2013	29.37	2.94	2.06	5.06	0.45	39.88
May 4, 2014	29.95	3.00	2.06	5.06	0.45	40.52
Nov 2, 2014	30.38	3.04	2.06	5.06	0.45	40.99
Trainee 2 (75% of Certified Construction Craft Labourer Rate)						
May 1, 2011	25.28	2.53	1.60	4.25	0.45	34.11
May 6, 2012	25.28	2.53	1.60	5.06	0.45	34.92
Nov.4, 2012	25.70	2.57	1.60	5.06	0.45	35.38
May 5, 2013	25.70	2.57	1.74	5.06	0.45	35.52
Nov 3, 2013	25.91	2.59	2.06	5.06	0.45	36.07
May 4, 2014	26.43	2.64	2.06	5.06	0.45	36.64
Nov 2, 2014	26.81	2.68	2.06	5.06	0.45	37.06
Trainee 1 (65% of Certified Construction Craft Labourer Rate)						
May 1, 2011	21.91	2.19	1.60	4.25	0.45	30.40
May 6, 2012	21.91	2.19	1.60	5.06	0.45	31.21
Nov.4, 2012	22.28	2.23	1.60	5.06	0.45	31.62
May 5, 2013	22.28	2.23	1.74	5.06	0.45	31.76
Nov 3, 2013	22.46	2.25	2.06	5.06	0.45	32.28
May 4, 2014	22.91	2.29	2.06	5.06	0.45	32.77
Nov 2, 2014	23.23	2.32	2.06	5.06	0.45	33.12

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX E) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

**LABOURERS GENERAL CONSTRUCTION (PROV.) (cont'd)
LOCAL UNIONS 92 & 1111**

Part B – COMMERCIAL (Applicable to Commercial/Institutional work)

Effective Date	Base Rate	Holiday & Vacation	Health & Welfare	Pension	Training	Gross Rate
Certified Construction Craft Labourer						
Certified Labourer						
01-May-2011	25.22	2.52	1.35	1.80	0.10	30.99
06-May-2012	25.92	2.59	1.35	1.80	0.10	31.76
05-May-2013	26.55	2.65	1.35	1.80	0.20	32.55
04-May-2014	27.28	2.73	1.35	1.80	0.20	33.36
Uncertified Labourer Rate (93% of Certified Labourers Base Rate)						
01-May-2011	23.45	2.35	1.35	1.80	0.10	29.05
06-May-2012	24.11	2.41	1.35	1.80	0.10	29.77
05-May-2013	24.69	2.47	1.35	1.80	0.20	30.51
04-May-2014	25.37	2.54	1.35	1.80	0.20	31.26
Entry Level 2 (85% of Certified Labourers Base Rate for 900 hours following completion of Entry Level 1)						
01-May-2011	21.44	2.14	1.35	1.80	0.10	26.83
06-May-2012	22.03	2.20	1.35	1.80	0.10	27.48
05-May-2013	22.57	2.26	1.35	1.80	0.20	28.18
04-May-2014	23.19	2.32	1.35	1.80	0.20	28.86
Entry Level 1 (73% of Certified Labourers Base Rate for first 300 hours of employment)						
01-May-2011	18.41	1.84	1.35	1.80	0.10	23.50
06-May-2012	18.92	1.89	1.35	1.80	0.10	24.06
05-May-2013	19.38	1.94	1.35	1.80	0.20	24.67
04-May-2014	19.91	1.99	1.35	1.80	0.20	25.25
Bricklayer Helper						
01-May-2011	27.15	2.71	1.35	1.80	0.10	33.11
06-May-2012	27.90	2.79	1.35	1.80	0.10	33.94
05-May-2013	28.58	2.86	1.35	1.80	0.20	34.79
04-May-2014	29.37	2.94	1.35	1.80	0.20	35.66
Bricklayer Helper Entry Level 2 (80% of Bricklayer Helper Rate for 900 hours following completion of Entry Level 1)						
01-May-2011	21.72	2.17	1.35	1.80	0.10	27.14
06-May-2012	22.32	2.23	1.35	1.80	0.10	27.80
05-May-2013	22.86	2.29	1.35	1.80	0.20	28.50
04-May-2014	23.50	2.35	1.35	1.80	0.20	29.20

LABOURERS GENERAL CONSTRUCTION (PROV.) (cont'd)
LOCAL UNIONS 92 & 1111

Part B – COMMERCIAL (Applicable to Commercial/Institutional work) (cont'd)

Bricklayer Helper Entry Level 1 (74% of Bricklayer Helper Rate for first 300 hours of employment)

01-May-2011	20.09	2.01	1.35	1.80	0.10	25.35
06-May-2012	20.65	2.07	1.35	1.80	0.10	25.97
05-May-2013	21.15	2.12	1.35	1.80	0.20	26.62
04-May-2014	21.73	2.17	1.35	1.80	0.20	27.25

* For Entry Level 1 Labourers and Bricklayer Helpers in their first 300 hours of employment, the amount designated as Pension contribution will be submitted by Funds Administrative Services to the Labourers' Training Trust Fund.

➤ **Expiration Date April 30, 2015**

September 26, 2014

LABOURERS REFRACTORY MAINTENANCE (PROV.)

LOCAL UNIONS 92 & 1111

Effective Date	Base Rate	Holiday & Vac.	H&W	PENSION	TOTAL	JESP*
Foreman (\$4.00)						
1-May-11	\$38.29	\$3.83	\$1.60	\$4.25	\$47.97	\$0.25
6-May-12	\$38.29	\$3.83	\$1.60	\$5.06	\$48.78	\$0.25
4-Nov-12	\$38.87	\$3.89	\$1.60	\$5.06	\$49.42	\$0.25
5-May-13	\$38.87	\$3.89	\$1.74	\$5.06	\$49.56	\$0.25
3-Nov-13	\$39.15	\$3.92	\$2.06	\$5.06	\$50.19	\$0.25
4-May-14	\$39.84	\$3.98	\$2.06	\$5.06	\$50.94	\$0.25
2-Nov-14	\$40.34	\$4.03	\$2.06	\$5.06	\$51.49	\$0.25
Labourer (Refractory)						
1-May-11	\$34.29	\$3.43	\$1.60	\$4.25	\$43.57	\$0.25
6-May-12	\$34.29	\$3.43	\$1.60	\$5.06	\$44.38	\$0.25
4-Nov-12	\$34.87	\$3.49	\$1.60	\$5.06	\$45.02	\$0.25
5-May-13	\$34.87	\$3.49	\$1.74	\$5.06	\$45.16	\$0.25
3-Nov-13	\$35.15	\$3.52	\$2.06	\$5.06	\$45.79	\$0.25
4-May-14	\$35.84	\$3.58	\$2.06	\$5.06	\$46.54	\$0.25
2-Nov-14	\$36.34	\$3.63	\$2.06	\$5.06	\$47.09	\$0.25

For working pensioners as per the Letter of Understanding the following rates will apply:

Foreman (\$4.00)						
1-May-11	\$41.43	\$4.14	\$1.60	\$ -	\$47.17	\$0.25
6-May-12	\$42.02	\$4.20	\$1.60	\$ -	\$47.82	\$0.25
4-Nov-12	\$42.60	\$4.26	\$1.60	\$ -	\$48.46	\$0.25
5-May-13	\$42.60	\$4.26	\$1.74	\$ -	\$48.60	\$0.25
3-Nov-13	\$42.88	\$4.29	\$2.06	\$ -	\$49.23	\$0.25
4-May-14	\$43.56	\$4.36	\$2.06	\$-	\$49.98	\$0.25
2-Nov-14	\$44.06	\$4.41	\$2.06	\$-	\$50.53	\$0.25
Labourer (Refractory)						
1-May-11	\$37.43	\$3.75	\$1.60	\$ -	\$42.78	\$0.25
6-May-12	\$38.02	\$3.80	\$1.60	\$ -	\$43.42	\$0.25
4-Nov-12	\$38.60	\$3.86	\$1.60	\$ -	\$44.06	\$0.25
5-May-13	\$38.60	\$3.86	\$1.74	\$ -	\$44.20	\$0.25
3-Nov-13	\$38.88	\$3.89	\$2.06	\$ -	\$44.83	\$0.25
4-May-14	\$39.56	\$3.96	\$2.06	\$-	\$45.58	\$0.25
2-Nov-14	\$40.06	\$4.01	\$2.06	\$-	\$46.13	\$0.25

***Employer Contribution to Joint Employers' Safety Program**

➤ **Expiration Date April 30, 2015**

**MECHANICAL (PROV.)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (a) INDUSTRIAL - Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
General Foreman								
1-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
6-May-2012	50.53	0.20	5.05	1.86	6.61	0.60	0.10	64.95
4-Nov-2012	51.27	0.20	5.13	1.86	6.61	0.60	0.10	65.77
5-May-2013	51.40	0.20	5.14	1.86	6.61	0.60	0.10	65.91
3-Nov-2013	52.14	0.20	5.21	1.86	6.61	0.60	0.10	66.72
4-May-2014	52.65	0.20	5.27	2.04	6.61	0.60	0.10	67.47
2-Nov-2014	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17
Foreman								
1-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
6-May-2012	48.53	0.20	4.85	1.86	6.61	0.60	0.10	62.75
4-Nov-2012	49.27	0.20	4.93	1.86	6.61	0.60	0.10	63.57
5-May-2013	49.40	0.20	4.94	1.86	6.61	0.60	0.10	63.71
3-Nov-2013	50.14	0.20	5.01	1.86	6.61	0.60	0.10	64.52
4-May-2014	50.65	0.20	5.07	2.04	6.61	0.60	0.10	65.27
2-Nov-2014	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
UA Journeyman Steamfitter and Welder with B Pressure								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
6-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
4-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52
5-May-2013	43.90	0.20	4.39	1.86	6.61	0.60	0.10	57.66
3-Nov-2013	44.64	0.20	4.46	1.86	6.61	0.60	0.10	58.47
4-May-2014	45.15	0.20	4.52	2.04	6.61	0.60	0.10	59.22
2-Nov-2014	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
Alberta Journeyman Steamfitter and Welder with CWB								
1-May-2011	38.04	0.20	3.80	1.86	6.61	0.60	0.10	51.21
6-May-2012	38.70	0.20	3.87	1.86	6.61	0.60	0.10	51.94
4-Nov-2012	39.38	0.20	3.94	1.86	6.61	0.60	0.10	52.69
5-May-2013	39.49	0.20	3.95	1.86	6.61	0.60	0.10	52.81
3-Nov-2013	40.16	0.20	4.02	1.86	6.61	0.60	0.10	53.55
4-May-2014	40.62	0.20	4.06	2.04	6.61	0.60	0.10	54.23
2-Nov-2014	41.19	0.20	4.12	2.04	6.61	0.60	0.10	54.86
Journeyman Welder without CWB								
1-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
6-May-2012	36.55	0.20	3.65	1.86	6.61	0.60	0.10	49.57
4-Nov-2012	37.18	0.20	3.72	1.86	6.61	0.60	0.10	50.27
5-May-2013	37.29	0.20	3.73	1.86	6.61	0.60	0.10	50.39
3-Nov-2013	37.91	0.20	3.79	1.86	6.61	0.60	0.10	51.07
4-May-2014	38.35	0.20	3.84	2.04	6.61	0.60	0.10	51.74
2-Nov-2014	38.89	0.20	3.89	2.04	6.61	0.60	0.10	52.33

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (a) Industrial Local 488 (cont'd)

3rd year apprentice

1-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
6-May-2012	34.38	0.20	3.44	1.86	6.61	0.60	0.10	47.19
4-Nov-2012	34.98	0.20	3.50	1.86	6.61	0.60	0.10	47.85
5-May-2013	35.08	0.20	3.51	1.86	6.61	0.60	0.10	47.96
3-Nov-2013	35.67	0.20	3.57	1.86	6.61	0.60	0.10	48.61
4-May-2014	36.08	0.20	3.61	2.04	6.61	0.60	0.10	49.24
2-Nov-2014	36.59	0.20	3.66	2.04	6.61	0.60	0.10	49.80

2nd year apprentice

1-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
6-May-2012	27.90	0.20	2.79	1.86	6.61	0.60	0.10	40.06
4-Nov-2012	28.38	0.20	2.84	1.86	6.61	0.60	0.10	40.59
5-May-2013	28.47	0.20	2.85	1.86	6.61	0.60	0.10	40.69
3-Nov-2013	28.95	0.20	2.89	1.86	6.61	0.60	0.10	41.21
4-May-2014	29.28	0.20	2.93	2.04	6.61	0.60	0.10	41.76
2-Nov-2014	29.69	0.20	2.97	2.04	6.61	0.60	0.10	42.21

1st year apprentice

1-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52
6-May-2012	21.42	0.20	2.14	1.86	6.61	0.60	0.10	32.93
4-Nov-2012	21.79	0.20	2.18	1.86	6.61	0.60	0.10	33.34
5-May-2013	21.85	0.20	2.19	1.86	6.61	0.60	0.10	33.41
3-Nov-2013	22.22	0.20	2.22	1.86	6.61	0.60	0.10	33.81
4-May-2014	22.48	0.20	2.25	2.04	6.61	0.60	0.10	34.28
2-Nov-2014	22.80	0.20	2.28	2.04	6.61	0.60	0.10	34.63

Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

8.01 (b) Industrial Plumbers Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
General Foreman								
1-May-2011	49.79	0.20	4.98	1.86	6.61	0.60	0.10	64.14
6-May-2012	50.53	0.20	5.05	1.86	6.61	0.60	0.10	64.95
4-Nov-2012	51.27	0.20	5.13	1.86	6.61	0.60	0.10	65.77
5-May-2013	51.40	0.20	5.14	1.86	6.61	0.60	0.10	65.91
3-Nov-2013	52.14	0.20	5.21	1.86	6.61	0.60	0.10	66.72
4-May-2014	52.65	0.20	5.27	2.04	6.61	0.60	0.10	67.47
2-Nov-2014	53.29	0.20	5.33	2.04	6.61	0.60	0.10	68.17

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
8.01 (b) Industrial Plumbers Local 488 (cont'd)								
Foreman								
1-May-2011	47.79	0.20	4.78	1.86	6.61	0.60	0.10	61.94
6-May-2012	48.53	0.20	4.85	1.86	6.61	0.60	0.10	62.75
4-Nov-2012	49.27	0.20	4.93	1.86	6.61	0.60	0.10	63.57
5-May-2013	49.40	0.20	4.94	1.86	6.61	0.60	0.10	63.71
3-Nov-2013	50.14	0.20	5.01	1.86	6.61	0.60	0.10	64.52
4-May-2014	50.65	0.20	5.07	2.04	6.61	0.60	0.10	65.27
2-Nov-2014	51.29	0.20	5.13	2.04	6.61	0.60	0.10	65.97
Journeyman								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
6-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
4-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52
5-May-2013	43.90	0.20	4.39	1.86	6.61	0.60	0.10	57.66
3-Nov-2013	44.64	0.20	4.46	1.86	6.61	0.60	0.10	58.47
4-May-2014	45.15	0.20	4.52	2.04	6.61	0.60	0.10	59.22
2-Nov-2014	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4th year apprentice								
1-May-2011	33.79	0.20	3.38	1.86	6.61	0.60	0.10	46.54
6-May-2012	34.38	0.20	3.44	1.86	6.61	0.60	0.10	47.19
4-Nov-2012	34.98	0.20	3.50	1.86	6.61	0.60	0.10	47.85
5-May-2013	35.08	0.20	3.51	1.86	6.61	0.60	0.10	47.96
3-Nov-2013	35.67	0.20	3.57	1.86	6.61	0.60	0.10	48.61
4-May-2014	36.08	0.20	3.61	2.04	6.61	0.60	0.10	49.24
2-Nov-2014	36.59	0.20	3.66	2.04	6.61	0.60	0.10	49.80
3rd year apprentice								
1-May-2011	29.54	0.20	2.95	1.86	6.61	0.60	0.10	41.86
6-May-2012	30.06	0.20	3.01	1.86	6.61	0.60	0.10	42.44
4-Nov-2012	30.58	0.20	3.06	1.86	6.61	0.60	0.10	43.01
5-May-2013	30.67	0.20	3.07	1.86	6.61	0.60	0.10	43.11
3-Nov-2013	31.19	0.20	3.12	1.86	6.61	0.60	0.10	43.68
4-May-2014	31.55	0.20	3.16	2.04	6.61	0.60	0.10	44.26
2-Nov-2014	31.99	0.20	3.20	2.04	6.61	0.60	0.10	44.74
2nd year apprentice								
1-May-2011	25.29	0.20	2.53	1.86	6.61	0.60	0.10	37.19
6-May-2012	25.74	0.20	2.57	1.86	6.61	0.60	0.10	37.68
4-Nov-2012	26.18	0.20	2.62	1.86	6.61	0.60	0.10	38.17
5-May-2013	26.26	0.20	2.63	1.86	6.61	0.60	0.10	38.26
3-Nov-2013	26.70	0.20	2.67	1.86	6.61	0.60	0.10	38.74
4-May-2014	27.01	0.20	2.70	2.04	6.61	0.60	0.10	39.26
2-Nov-2014	27.39	0.20	2.74	2.04	6.61	0.60	0.10	39.68

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (b) Industrial Plumbers Local 488 (cont'd)

1st year apprentice

1-May-2011	21.05	0.20	2.10	1.86	6.61	0.60	0.10	32.52
6-May-2012	21.42	0.20	2.14	1.86	6.61	0.60	0.10	32.93
4-Nov-2012	21.79	0.20	2.18	1.86	6.61	0.60	0.10	33.34
5-May-2013	21.85	0.20	2.19	1.86	6.61	0.60	0.10	33.41
3-Nov-2013	22.22	0.20	2.22	1.86	6.61	0.60	0.10	33.81
4-May-2014	22.48	0.20	2.25	2.04	6.61	0.60	0.10	34.28
2-Nov-2014	22.80	0.20	2.28	2.04	6.61	0.60	0.10	34.63

Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

8.01 (c) Commercial & Institutional Local 488

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
General Foreman								
1-May-2011	45.29	0.20	4.53	1.86	5.75	0.25	0.10	57.98
6-May-2012	46.03	0.20	4.60	1.86	6.00	0.25	0.10	59.04
4-Nov-2012	46.77	0.20	4.68	1.86	6.00	0.25	0.10	59.86
5-May-2013	46.90	0.20	4.69	1.86	6.00	0.25	0.10	60.00
3-Nov-2013	47.64	0.20	4.76	1.86	6.00	0.25	0.10	60.81
4-May-2014	48.15	0.20	4.82	2.04	6.00	0.25	0.10	61.56
2-Nov-2014	48.79	0.20	4.88	2.04	6.00	0.25	0.10	62.26
Foreman								
1-May-2011	43.29	0.20	4.33	1.86	5.75	0.25	0.10	55.78
6-May-2012	44.03	0.20	4.40	1.86	6.00	0.25	0.10	56.84
4-Nov-2012	44.77	0.20	4.48	1.86	6.00	0.25	0.10	57.66
5-May-2013	44.90	0.20	4.49	1.86	6.00	0.25	0.10	57.80
3-Nov-2013	45.64	0.20	4.56	1.86	6.00	0.25	0.10	58.61
4-May-2014	46.15	0.20	4.62	2.04	6.00	0.25	0.10	59.36
2-Nov-2014	46.79	0.20	4.68	2.04	6.00	0.25	0.10	60.06
Journeyman								
1-May-2011	39.29	0.20	3.93	1.86	5.75	0.25	0.10	51.38
6-May-2012	40.03	0.20	4.00	1.86	6.00	0.25	0.10	52.44
4-Nov-2012	40.77	0.20	4.08	1.86	6.00	0.25	0.10	53.26
5-May-2013	40.90	0.20	4.09	1.86	6.00	0.25	0.10	53.40
3-Nov-2013	41.64	0.20	4.16	1.86	6.00	0.25	0.10	54.21
4-May-2014	42.15	0.20	4.22	2.04	6.00	0.25	0.10	54.96
2-Nov-2014	42.79	0.20	4.28	2.04	6.00	0.25	0.10	55.66

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**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)**

LOCAL UNIONS 488 & 496

8.01 (c) Commercial & Institutional Local 488 (cont'd)

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
4th year apprentice plumber & 3rd year apprentice steamfitter								
1-May-2011	31.39	0.20	3.14	1.86	4.60	0.25	0.10	41.54
6-May-2012	31.98	0.20	3.20	1.86	4.80	0.25	0.10	42.39
4-Nov-2012	32.58	0.20	3.26	1.86	4.80	0.25	0.10	43.05
5-May-2013	32.68	0.20	3.27	1.86	4.80	0.25	0.10	43.16
3-Nov-2013	33.27	0.20	3.33	1.86	4.80	0.25	0.10	43.81
4-May-2014	33.68	0.20	3.37	2.04	4.80	0.25	0.10	44.44
2-Nov-2014	34.19	0.20	3.42	2.04	4.80	0.25	0.10	45.00
3rd year apprentice plumber								
1-May-2011	27.44	0.20	2.74	1.86	4.03	0.25	0.10	36.62
6-May-2012	27.96	0.20	2.80	1.86	4.20	0.25	0.10	37.37
4-Nov-2012	28.48	0.20	2.85	1.86	4.20	0.25	0.10	37.94
5-May-2013	28.57	0.20	2.86	1.86	4.20	0.25	0.10	38.04
3-Nov-2013	29.09	0.20	2.91	1.86	4.20	0.25	0.10	38.61
4-May-2014	29.45	0.20	2.95	2.04	4.20	0.25	0.10	39.19
2-Nov-2014	29.89	0.20	2.99	2.04	4.20	0.25	0.10	39.67
2nd year apprentice steamfitter								
1-May-2011	25.47	0.20	2.55	1.86	3.74	0.25	0.10	34.17
6-May-2012	25.95	0.20	2.59	1.86	3.90	0.25	0.10	34.85
4-Nov-2012	26.43	0.20	2.64	1.86	3.90	0.25	0.10	35.38
5-May-2013	26.52	0.20	2.65	1.86	3.90	0.25	0.10	35.48
3-Nov-2013	27.00	0.20	2.70	1.86	3.90	0.25	0.10	36.01
4-May-2014	27.33	0.20	2.73	2.04	3.90	0.25	0.10	36.55
2-Nov-2014	27.74	0.20	2.77	2.04	3.90	0.25	0.10	37.00
2nd year apprentice plumber								
1-May-2011	23.49	0.20	2.35	1.86	3.45	0.25	0.10	31.70
6-May-2012	23.94	0.20	2.39	1.86	3.60	0.25	0.10	32.34
4-Nov-2012	24.38	0.20	2.44	1.86	3.60	0.25	0.10	32.83
5-May-2013	24.46	0.20	2.45	1.86	3.60	0.25	0.10	32.92
3-Nov-2013	24.90	0.20	2.49	1.86	3.60	0.25	0.10	33.40
4-May-2014	25.21	0.20	2.52	2.04	3.60	0.25	0.10	33.92
2-Nov-2014	25.59	0.20	2.56	2.04	3.60	0.25	0.10	34.34
1st year apprentice plumber & steamfitter								
1-May-2011	19.55	0.20	1.95	1.86	2.88	0.25	0.10	26.79
6-May-2012	19.92	0.20	1.99	1.86	3.00	0.25	0.10	27.32
4-Nov-2012	20.29	0.20	2.03	1.86	3.00	0.25	0.10	27.73
5-May-2013	20.35	0.20	2.04	1.86	3.00	0.25	0.10	27.80
3-Nov-2013	20.72	0.20	2.07	1.86	3.00	0.25	0.10	28.20
4-May-2014	20.98	0.20	2.10	2.04	3.00	0.25	0.10	28.67
2-Nov-2014	21.30	0.20	2.13	2.04	3.00	0.25	0.10	29.02

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**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (c) Commercial & Institutional Local 488 (cont'd)

NOTE: EFFECTIVE May 1, 2012; the Pension contribution for Journeymen will increase to 6.00 per hour and Apprentice rates will be adjusted accordingly on a prorated basis.

**8.01 (d) Instrument Mechanic (Local 488 Industrial work)
(General Foreman and Foreman rates are as per 488 Industrial Schedule)**

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
Journeyman Instrument Mechanic								
1-May-2011	42.29	0.20	4.23	1.86	6.61	0.60	0.10	55.89
6-May-2012	43.03	0.20	4.30	1.86	6.61	0.60	0.10	56.70
4-Nov-2012	43.77	0.20	4.38	1.86	6.61	0.60	0.10	57.52
5-May-2013	43.90	0.20	4.39	1.86	6.61	0.60	0.10	57.66
3-Nov-2013	44.64	0.20	4.46	1.86	6.61	0.60	0.10	58.47
4-May-2014	45.15	0.20	4.52	2.04	6.61	0.60	0.10	59.22
2-Nov-2014	45.79	0.20	4.58	2.04	6.61	0.60	0.10	59.92
4th year apprentice								
1-May-2011	35.92	0.20	3.59	1.86	6.61	0.60	0.10	48.88
6-May-2012	36.55	0.20	3.66	1.86	6.61	0.60	0.10	49.58
4-Nov-2012	37.17	0.20	3.72	1.86	6.61	0.60	0.10	50.26
5-May-2013	37.29	0.20	3.73	1.86	6.61	0.60	0.10	50.39
3-Nov-2013	37.91	0.20	3.79	1.86	6.61	0.60	0.10	51.07
4-May-2014	38.35	0.20	3.84	2.04	6.61	0.60	0.10	51.74
2-Nov-2014	38.89	0.20	3.89	2.04	6.61	0.60	0.10	52.33
3rd year apprentice								
1-May-2011	31.67	0.20	3.17	1.86	6.61	0.60	0.10	44.21
6-May-2012	32.22	0.20	3.22	1.86	6.61	0.60	0.10	44.81
4-Nov-2012	32.78	0.20	3.28	1.86	6.61	0.60	0.10	45.43
5-May-2013	32.88	0.20	3.29	1.86	6.61	0.60	0.10	45.54
3-Nov-2013	33.43	0.20	3.34	1.86	6.61	0.60	0.10	46.14
4-May-2014	33.81	0.20	3.38	2.04	6.61	0.60	0.10	46.74
2-Nov-2014	34.29	0.20	3.43	2.04	6.61	0.60	0.10	47.27
2nd year apprentice								
1-May-2011	27.42	0.20	2.74	1.86	6.61	0.60	0.10	39.53
6-May-2012	27.90	0.20	2.79	1.86	6.61	0.60	0.10	40.06
4-Nov-2012	28.38	0.20	2.84	1.86	6.61	0.60	0.10	40.59
5-May-2013	28.47	0.20	2.85	1.86	6.61	0.60	0.10	40.69
3-Nov-2013	28.95	0.20	2.90	1.86	6.61	0.60	0.10	41.22
4-May-2014	29.28	0.20	2.93	2.04	6.61	0.60	0.10	41.76
2-Nov-2014	29.69	0.20	2.97	2.04	6.61	0.60	0.10	42.21

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (d) Instrument Mechanic (Local 488 Industrial work)(cont'd)

1st year apprentice

1-May-2011	23.17	0.20	2.32	1.86	6.61	0.60	0.10	34.86
6-May-2012	23.58	0.20	2.36	1.86	6.61	0.60	0.10	35.31
4-Nov-2012	23.98	0.20	2.40	1.86	6.61	0.60	0.10	35.75
5-May-2013	24.06	0.20	2.41	1.86	6.61	0.60	0.10	35.84
3-Nov-2013	24.46	0.20	2.45	1.86	6.61	0.60	0.10	36.28
4-May-2014	24.74	0.20	2.47	2.04	6.61	0.60	0.10	36.76
2-Nov-2014	25.09	0.20	2.51	2.04	6.61	0.60	0.10	37.15

8.01 (e) Wage Page Clarifications applicable to Local 488 Schedules

- (1) Calculate the 'ISIT' contributions on hours earned
- (2) Monthly Union Dues = 3x column A (maximum Journeyman Rate)
- (3) ABTC dues of 6¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues.
- (4) Fraternal and Building Fund dues of 12¢ per hour earned to be deducted from wages and remitted at same time and in same manner as Union dues
- (5) CLRa dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (6) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.

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**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (f) Industrial Pipefitter / Steamfitter 496

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
6-Nov.-2011	50.64	0.50	5.07	1.75	5.70	0.45	0.03	64.14
6-May-2012	50.93	0.50	5.09	1.75	6.20	0.45	0.03	64.95
4-Nov-2012	51.67	0.50	5.17	1.75	6.20	0.45	0.03	65.77
5-May-2013	51.80	0.50	5.18	1.75	6.20	0.45	0.03	65.91
3-Nov-2013	52.54	0.50	5.25	1.75	6.20	0.45	0.03	66.72
4-May-2014	53.13	0.60	5.31	1.75	6.20	0.45	0.03	67.47
2-Nov-2014	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
FOREMAN								
1-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
6-Nov.-2011	48.64	0.50	4.87	1.75	5.70	0.45	0.03	61.94
6-May-2012	48.93	0.50	4.89	1.75	6.20	0.45	0.03	62.75
4-Nov-2012	49.67	0.50	4.97	1.75	6.20	0.45	0.03	63.57
5-May-2013	49.80	0.50	4.98	1.75	6.20	0.45	0.03	63.71
3-Nov-2013	50.54	0.50	5.05	1.75	6.20	0.45	0.03	64.52
4-May-2014	51.13	0.60	5.11	1.75	6.20	0.45	0.03	65.27
2-Nov-2014	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
UA JOURNEYMAN STEAM FITTER & B PRESSURE WELDERS								
1-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
6-Nov.-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
6-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
4-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52
5-May-2013	44.30	0.50	4.43	1.75	6.20	0.45	0.03	57.66
3-Nov-2013	45.04	0.50	4.50	1.75	6.20	0.45	0.03	58.47
4-May-2014	45.63	0.60	4.56	1.75	6.20	0.45	0.03	59.22
2-Nov-2014	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
ALBERTA JOURNEYMAN STEAM FITTER & JOURNEYMAN WELDERS w/CWB								
1-May-2011	39.19	0.50	3.92	1.75	5.20	0.45	0.03	51.04
6-Nov.-2011	38.74	0.50	3.87	1.75	5.70	0.45	0.03	51.04
6-May-2012	39.03	0.50	3.90	1.75	6.20	0.45	0.03	51.86
4-Nov-2012	39.71	0.50	3.97	1.75	6.20	0.45	0.03	52.61
5-May-2013	39.82	0.50	3.98	1.75	6.20	0.45	0.03	52.73
3-Nov-2013	40.49	0.50	4.05	1.75	6.20	0.45	0.03	53.47
4-May-2014	41.01	0.60	4.10	1.75	6.20	0.45	0.03	54.14
2-Nov-2014	41.57	0.60	4.16	1.75	6.20	0.45	0.03	54.76

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (f) Industrial Pipefitter / Steamfitter 496 (cont'd)

JOURNEYMAN WELDERS w/o CWB

1-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
6-Nov.-2011	36.54	0.50	3.65	1.75	5.70	0.45	0.03	48.62
6-May-2012	36.84	0.50	3.68	1.75	6.20	0.45	0.03	49.45
4-Nov-2012	37.47	0.50	3.75	1.75	6.20	0.45	0.03	50.15
5-May-2013	37.58	0.50	3.76	1.75	6.20	0.45	0.03	50.27
3-Nov-2013	38.21	0.50	3.82	1.75	6.20	0.45	0.03	50.96
4-May-2014	38.70	0.60	3.87	1.75	6.20	0.45	0.03	51.60
2-Nov-2014	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18

3RD YEAR

1-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
6-Nov.-2011	34.33	0.50	3.43	1.75	5.70	0.45	0.03	46.19
6-May-2012	34.64	0.50	3.46	1.75	6.20	0.45	0.03	47.03
4-Nov-2012	35.24	0.50	3.52	1.75	6.20	0.45	0.03	47.69
5-May-2013	35.34	0.50	3.53	1.75	6.20	0.45	0.03	47.80
3-Nov-2013	35.93	0.50	3.59	1.75	6.20	0.45	0.03	48.45
4-May-2014	36.38	0.60	3.64	1.75	6.20	0.45	0.03	49.05
2-Nov-2014	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61

2ND YEAR

1-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
6-Nov.-2011	27.72	0.50	2.77	1.75	5.70	0.45	0.03	38.92
6-May-2012	28.05	0.50	2.81	1.75	6.20	0.45	0.03	39.79
4-Nov-2012	28.54	0.50	2.85	1.75	6.20	0.45	0.03	40.32
5-May-2013	28.62	0.50	2.86	1.75	6.20	0.45	0.03	40.41
3-Nov-2013	29.10	0.50	2.91	1.75	6.20	0.45	0.03	40.94
4-May-2014	29.45	0.60	2.95	1.75	6.20	0.45	0.03	41.43
2-Nov-2014	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88

1ST YEAR

1-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
6-Nov.-2011	21.10	0.50	2.11	1.75	5.70	0.45	0.03	31.64
6-May-2012	21.46	0.50	2.15	1.75	6.20	0.45	0.03	32.54
4-Nov-2012	21.84	0.50	2.18	1.75	6.20	0.45	0.03	32.95
5-May-2013	21.90	0.50	2.19	1.75	6.20	0.45	0.03	33.02
3-Nov-2013	22.27	0.50	2.23	1.75	6.20	0.45	0.03	33.43
4-May-2014	22.52	0.60	2.25	1.75	6.20	0.45	0.03	33.80
2-Nov-2014	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14

Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

WAGE SUMMARY 2011-2015.....PAGE 36

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (g) Industrial Plumbers Local 496 (cont'd)

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
GENERAL FOREMAN								
1-May-2011	51.10	0.50	5.11	1.75	5.20	0.45	0.03	64.14
6-Nov.-2011	50.64	0.50	5.07	1.75	5.70	0.45	0.03	64.14
6-May-2012	50.93	0.50	5.09	1.75	6.20	0.45	0.03	64.95
4-Nov-2012	51.67	0.50	5.17	1.75	6.20	0.45	0.03	65.77
5-May-2013	51.80	0.50	5.18	1.75	6.20	0.45	0.03	65.91
3-Nov-2013	52.54	0.50	5.25	1.75	6.20	0.45	0.03	66.72
4-May-2014	53.13	0.60	5.31	1.75	6.20	0.45	0.03	67.47
2-Nov-2014	53.76	0.60	5.38	1.75	6.20	0.45	0.03	68.17
FOREMAN								
1-May-2011	49.10	0.50	4.91	1.75	5.20	0.45	0.03	61.94
6-Nov.-2011	48.64	0.50	4.87	1.75	5.70	0.45	0.03	61.94
6-May-2012	48.93	0.50	4.89	1.75	6.20	0.45	0.03	62.75
4-Nov-2012	49.67	0.50	4.97	1.75	6.20	0.45	0.03	63.57
5-May-2013	49.80	0.50	4.98	1.75	6.20	0.45	0.03	63.71
3-Nov-2013	50.54	0.50	5.05	1.75	6.20	0.45	0.03	64.52
4-May-2014	51.13	0.60	5.11	1.75	6.20	0.45	0.03	65.27
2-Nov-2014	51.76	0.60	5.18	1.75	6.20	0.45	0.03	65.97
JOURNEYMAN								
1-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
6-Nov.-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
6-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
4-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52
5-May-2013	44.30	0.50	4.43	1.75	6.20	0.45	0.03	57.66
3-Nov-2013	45.04	0.50	4.50	1.75	6.20	0.45	0.03	58.47
4-May-2014	45.63	0.60	4.56	1.75	6.20	0.45	0.03	59.22
2-Nov-2014	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92
4TH YEAR								
1-May-2011	34.78	0.50	3.48	1.75	5.20	0.45	0.03	46.19
6-Nov.-2011	34.33	0.50	3.43	1.75	5.70	0.45	0.03	46.19
6-May-2012	34.64	0.50	3.46	1.75	6.20	0.45	0.03	47.03
4-Nov-2012	35.24	0.50	3.52	1.75	6.20	0.45	0.03	47.69
5-May-2013	35.34	0.50	3.53	1.75	6.20	0.45	0.03	47.80
3-Nov-2013	35.93	0.50	3.59	1.75	6.20	0.45	0.03	48.45
4-May-2014	36.38	0.60	3.64	1.75	6.20	0.45	0.03	49.05
2-Nov-2014	36.89	0.60	3.69	1.75	6.20	0.45	0.03	49.61

WAGE SUMMARY 2011-2015.....PAGE 37

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (g) Industrial Plumbers Local 496(cont'd)

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
3RD YEAR								
1-May-2011	30.37	0.50	3.04	1.75	5.20	0.45	0.03	41.34
6-Nov.-2011	29.92	0.50	2.99	1.75	5.70	0.45	0.03	41.34
6-May-2012	30.25	0.50	3.02	1.75	6.20	0.45	0.03	42.20
4-Nov-2012	30.77	0.50	3.08	1.75	6.20	0.45	0.03	42.78
5-May-2013	30.86	0.50	3.09	1.75	6.20	0.45	0.03	42.88
3-Nov-2013	31.38	0.50	3.14	1.75	6.20	0.45	0.03	43.45
4-May-2014	31.76	0.60	3.18	1.75	6.20	0.45	0.03	43.97
2-Nov-2014	32.20	0.60	3.22	1.75	6.20	0.45	0.03	44.45
2ND YEAR								
1-May-2011	25.96	0.50	2.60	1.75	5.20	0.45	0.03	36.49
6-Nov.-2011	25.51	0.50	2.55	1.75	5.70	0.45	0.03	36.49
6-May-2012	25.86	0.50	2.59	1.75	6.20	0.45	0.03	37.38
4-Nov-2012	26.30	0.50	2.63	1.75	6.20	0.45	0.03	37.86
5-May-2013	26.38	0.50	2.64	1.75	6.20	0.45	0.03	37.95
3-Nov-2013	26.82	0.50	2.68	1.75	6.20	0.45	0.03	38.43
4-May-2014	27.14	0.60	2.71	1.75	6.20	0.45	0.03	38.88
2-Nov-2014	27.52	0.60	2.75	1.75	6.20	0.45	0.03	39.30
1ST YEAR								
1-May-2011	21.55	0.50	2.16	1.75	5.20	0.45	0.03	31.64
6-Nov.-2011	21.10	0.50	2.11	1.75	5.70	0.45	0.03	31.64
6-May-2012	21.46	0.50	2.15	1.75	6.20	0.45	0.03	32.54
4-Nov-2012	21.84	0.50	2.18	1.75	6.20	0.45	0.03	32.95
5-May-2013	21.90	0.50	2.19	1.75	6.20	0.45	0.03	33.02
3-Nov-2013	22.27	0.50	2.23	1.75	6.20	0.45	0.03	33.43
4-May-2014	22.52	0.60	2.25	1.75	6.20	0.45	0.03	33.80
2-Nov-2014	22.83	0.60	2.28	1.75	6.20	0.45	0.03	34.14

Note: General Foreman and Foreman premiums 1.00 higher for qualified Industrial Construction Site Supervisors

8.01 (h) Commercial & Institutional Local 496

General Foreman

1-May-2011	40.86	0.50	4.09	1.65	5.04	0.45	0.03	52.62
6-May-2012	41.32	0.50	4.13	1.65	5.04	0.45	0.03	53.12
4-Nov-2012	41.77	0.50	4.18	1.65	5.04	0.45	0.03	53.62
5-May-2013	42.02	0.50	4.20	1.65	5.04	0.45	0.03	53.89
1-Jan-2014	42.34	0.60	4.23	1.65	5.04	0.45	0.03	54.34
4-May-2014	42.70	0.60	4.27	1.65	5.04	0.45	0.03	54.74

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**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (h) Commercial & Institutional Local 496 (cont'd)

Effective Date	Base Rate	ISIT Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
Foreman								
1-May-2011	37.86	0.50	3.79	1.65	5.04	0.45	0.03	49.32
6-May-2012	38.32	0.50	3.83	1.65	5.04	0.45	0.03	49.82
4-Nov-2012	38.77	0.50	3.88	1.65	5.04	0.45	0.03	50.32
5-May-2013	39.02	0.50	3.90	1.65	5.04	0.45	0.03	50.59
1-Jan-2014	39.34	0.60	3.93	1.65	5.04	0.45	0.03	51.04
4-May-2014	39.70	0.60	3.97	1.65	5.04	0.45	0.03	51.44
Journeyman								
1-May-2011	34.86	0.50	3.49	1.65	5.04	0.45	0.03	46.02
6-May-2012	35.32	0.50	3.53	1.65	5.04	0.45	0.03	46.52
4-Nov-2012	35.77	0.50	3.58	1.65	5.04	0.45	0.03	47.02
5-May-2013	36.02	0.50	3.60	1.65	5.04	0.45	0.03	47.29
1-Jan-2014	36.34	0.60	3.63	1.65	5.04	0.45	0.03	47.74
4-May-2014	36.70	0.60	3.67	1.65	5.04	0.45	0.03	48.14
4th year apprentice plumber & 3rd year apprentice steamfitter								
1-May-2011	28.29	-	2.83	1.65	4.03	0.30	0.03	37.13
6-May-2012	28.66	-	2.87	1.65	4.03	0.30	0.03	37.54
4-Nov-2012	29.02	-	2.90	1.65	4.03	0.30	0.03	37.93
5-May-2013	29.22	-	2.92	1.65	4.03	0.30	0.03	38.15
1-Jan-2014	29.45	0.10	2.95	1.65	4.03	0.30	0.03	38.51
4-May-2014	29.74	0.10	2.97	1.65	4.03	0.30	0.03	38.82
3rd year apprentice plumber								
1-May-2011	24.75	-	2.48	1.65	3.53	0.30	0.03	32.74
6-May-2012	25.07	-	2.51	1.65	3.53	0.30	0.03	33.09
4-Nov-2012	25.39	-	2.54	1.65	3.53	0.30	0.03	33.44
5-May-2013	25.56	-	2.56	1.65	3.53	0.30	0.03	33.63
1-Jan-2014	25.76	0.10	2.59	1.65	3.53	0.30	0.03	33.96
4-May-2014	26.01	0.10	2.60	1.65	3.53	0.30	0.03	34.22
2nd year apprentice plumber								
1-May-2011	21.22	-	2.12	1.65	3.02	0.30	0.03	28.34
6-May-2012	21.49	-	2.15	1.65	3.02	0.30	0.03	28.64
4-Nov-2012	21.76	-	2.18	1.65	3.02	0.30	0.03	28.94
5-May-2013	21.91	-	2.19	1.65	3.02	0.30	0.03	29.10
1-Jan-2014	22.06	0.10	2.21	1.65	3.02	0.30	0.03	29.37
4-May-2014	22.28	0.10	2.23	1.65	3.02	0.30	0.03	29.61
2nd year apprentice steamfitter								
1-May-2011	22.98	-	2.30	1.65	3.28	0.30	0.03	30.54
6-May-2012	23.28	-	2.33	1.65	3.28	0.30	0.03	30.87
4-Nov-2012	23.58	-	2.36	1.65	3.28	0.30	0.03	31.20
5-May-2013	23.74	-	2.37	1.65	3.28	0.30	0.03	31.37
1-Jan-2014	23.91	0.10	2.39	1.65	3.28	0.30	0.03	31.66
4-May-2014	24.15	0.10	2.42	1.65	3.28	0.30	0.03	31.93

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (h) Commercial & Institutional Local 496 (cont'd)

Effective Date	Base Rate	MMDF Fund	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Total
1st year apprentice plumber & steamfitter								
1-May-2011	17.68	-	1.77	1.65	2.52	0.30	0.03	23.95
6-May-2012	17.91	-	1.79	1.65	2.52	0.30	0.03	24.20
4-Nov-2012	18.14	-	1.81	1.65	2.52	0.30	0.03	24.45
5-May-2013	18.26	-	1.83	1.65	2.52	0.30	0.03	24.59
1-Jan-2014	18.37	0.10	1.84	1.65	2.52	0.30	0.03	24.81
4-May-2014	18.55	0.10	1.86	1.65	2.52	0.30	0.03	25.01

**8.01 (i) Instrument Mechanic (Local 496 Industrial work)
(General Foreman and Foreman rates are as per 496 Industrial Schedule)**

JOURNEYMAN

1-May-2011	43.60	0.50	4.36	1.75	5.20	0.45	0.03	55.89
6-Nov-2011	43.14	0.50	4.32	1.75	5.70	0.45	0.03	55.89
6-May-2012	43.43	0.50	4.34	1.75	6.20	0.45	0.03	56.70
4-Nov-2012	44.17	0.50	4.42	1.75	6.20	0.45	0.03	57.52
5-May-2013	44.30	0.50	4.43	1.75	6.20	0.45	0.03	57.66
3-Nov-2013	45.04	0.50	4.50	1.75	6.20	0.45	0.03	58.47
4-May-2014	45.63	0.60	4.56	1.75	6.20	0.45	0.03	59.22
2-Nov-2014	46.26	0.60	4.63	1.75	6.20	0.45	0.03	59.92

4TH YEAR

1-May-2011	36.99	0.50	3.70	1.75	5.20	0.45	0.03	48.62
6-Nov.-2011	36.54	0.50	3.65	1.75	5.70	0.45	0.03	48.62
6-May-2012	36.84	0.50	3.68	1.75	6.20	0.45	0.03	49.45
4-Nov-2012	37.47	0.50	3.75	1.75	6.20	0.45	0.03	50.15
5 May-2013	37.58	0.50	3.76	1.75	6.20	0.45	0.03	50.27
3-Nov-2013	38.21	0.50	3.82	1.75	6.20	0.45	0.03	50.96
4-May-2014	38.69	0.60	3.87	1.75	6.20	0.45	0.03	51.59
2-Nov-2014	39.23	0.60	3.92	1.75	6.20	0.45	0.03	52.18

3RD YEAR

1-May-2011	32.58	0.50	3.26	1.75	5.20	0.45	0.03	43.77
6-Nov.-2011	32.13	0.50	3.21	1.75	5.70	0.45	0.03	43.77
6-May-2012	32.45	0.50	3.24	1.75	6.20	0.45	0.03	44.62
4-Nov-2012	33.00	0.50	3.30	1.75	6.20	0.45	0.03	45.23
5-May-2013	33.10	0.50	3.31	1.75	6.20	0.45	0.03	45.34
3-Nov-2013	33.66	0.50	3.37	1.75	6.20	0.45	0.03	45.96
4-May-2014	34.07	0.60	3.41	1.75	6.20	0.45	0.03	46.51
2-Nov-2014	34.55	0.60	3.46	1.75	6.20	0.45	0.03	47.04

**MECHANICAL (PROV.)(cont'd)
(Plumbers & Pipefitters)
LOCAL UNIONS 488 & 496**

8.01 (i) Instrument Mechanic (Local 496 Industrial work)(cont'd)

2ND YEAR

1-May-2011	28.17	0.50	2.82	1.75	5.20	0.45	0.03	38.92
6-Nov.-2011	27.72	0.50	2.77	1.75	5.70	0.45	0.03	38.92
6-May-2012	28.05	0.50	2.81	1.75	6.20	0.45	0.03	39.79
4-Nov-2012	28.54	0.50	2.85	1.75	6.20	0.45	0.03	40.32
5-May-2013	28.62	0.50	2.86	1.75	6.20	0.45	0.03	40.41
3-Nov-2013	29.10	0.50	2.91	1.75	6.20	0.45	0.03	40.94
4-May-2014	29.45	0.60	2.95	1.75	6.20	0.45	0.03	41.43
2-Nov-2014	29.86	0.60	2.99	1.75	6.20	0.45	0.03	41.88

1ST YEAR

1-May-2011	23.76	0.50	2.38	1.75	5.20	0.45	0.03	34.07
6-Nov.-2011	23.31	0.50	2.33	1.75	5.70	0.45	0.03	34.07
6-May-2012	23.66	0.50	2.37	1.75	6.20	0.45	0.03	34.96
4-Nov-2012	24.07	0.50	2.41	1.75	6.20	0.45	0.03	35.41
5-May-2013	24.14	0.50	2.41	1.75	6.20	0.45	0.03	35.48
3-Nov-2013	24.55	0.50	2.45	1.75	6.20	0.45	0.03	35.93
4-May-2014	24.83	0.60	2.48	1.75	6.20	0.45	0.03	36.34
2-Nov-2014	25.17	0.60	2.52	1.75	6.20	0.45	0.03	36.72

8.01 (j) Wage Page Clarifications applicable to Local 496 Schedules

- (1) Calculate the MMDF contributions on hours earned
- (2) Monthly Union Dues of 44.00 per month plus field dues when working of 1.25% of gross
- (3) CLR-A dues and CEFAP to be remitted by Employer as per Article 31.01 (a) & (b)
- (4) An Alberta Journeyman is a Journeyman who has completed the standard Alberta 3 year Steam Fitter-Pipe Fitter apprenticeship and off shore Steam Fitter-Pipe Fitters. A UA Journeyman is a Journeyman who has completed a 4 year Steam Fitter-Pipe Fitter apprenticeship or an Alberta Journeyman who has satisfied the additional requirements as stipulated by the Joint Educational Trust Fund Trustees.
- (5) In addition to other changes that may be made to the above wage schedules on May 6, 2012 the pension contribution for Industrial pipefitters/steamfitters, plumbers, and instrument mechanics in Local 496 will increase by 0.50. Such increase will come out of the gross increase as calculated by the formula contained in this agreement.

➤ **Expiration Date April 30, 2015**

MILLWRIGHTS (PROV.)

LOCAL UNION 1460

Effective Date	Base Wage	Holiday Pay	Health & Welfare	Pension	Training Fund	Total Package
Journeyman						
May 1-2011	42.38	4.24	2.50	6.50	0.50	56.12
May 6, 2012	43.12	4.31	2.50	6.50	0.50	56.93
Nov 4, 2012	43.86	4.39	2.00	7.00	0.50	57.75
May 5, 2013	43.99	4.40	2.00	7.00	0.50	57.89
Nov 3, 2013	44.50	4.45	2.00	7.25	0.50	58.70
May 4, 2014	45.14	4.51	2.00	7.25	0.55	59.45
Nov 2, 2014	45.50	4.55	2.25	7.25	0.60	60.15

NOTE – SEE LETTER OF UNDERSTANDING (APPENDIX B) RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Foreman rates will be journeyman rates plus 5.50 per hour.

General Foreman rates will be journeyman rates plus 7.50 per hour.

Effective May 5th, 2013, a supervisor (Foreman and General Foreman) shall be paid an additional one dollar (1.00) per hour if that person has achieved the Industrial Construction Crew Supervisor designation from Alberta Apprenticeship and Industry Training.

3.01 (B) Apprentices

(i) All references to Millwright Apprentices shall be governed by the Regulations of the Alberta Apprenticeship and Industry Training Act, excepting the wage rates, as they affect the trade of Millwrighting.

(ii) Apprentice Millwrights shall be paid on a percentage of the basic Journeyman rate as follows:

- 1st year 60%
- after six months served and completed as well as achieving 50% of the 1st year hours required by AIT 65%
- 2nd year (following successful completion of exam) 70%
- after six months served and completed as well as achieving 50% of the 2nd year hours required by AIT 75%
- 3rd year (following successful completion of exam) 80%
- after six months served and completed as well as achieving 50% of the 3rd year hours required by AIT 85%
- 4th year (following successful completion of exam) 90%
- after six months served and completed as well as achieving 50% of the 4th year hours required by AIT 95%

Note: AIT = (Alberta) Apprenticeship and Industry Training

➤ **Expiration Date April 30, 2015**

OPERATING ENGINEERS (PROV.)
LOCAL UNION 955

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>INDUSTRIAL</u>						
Group 1, including 2nd Class Steam Engineer						
May 1, 2011	41.69	4.17	2.00	4.50	0.40	52.76
May 6, 2012	42.43	4.24	2.00	4.50	0.40	53.57
Nov 4, 2012	42.90	4.29	2.00	4.75	0.40	54.34
May 5, 2013	42.94	4.29	2.00	4.85	0.40	54.48
Nov 3, 2013	43.49	4.35	2.00	5.00	0.40	55.24
May 4, 2014	44.17	4.42	2.00	5.00	0.40	55.99
Nov 2, 2014	44.78	4.48	2.00	5.00	0.40	56.66
Group 2, including 3rd Class Steam Engineer						
May 1, 2011	39.49	3.95	2.00	4.50	0.40	50.34
May 6, 2012	40.18	4.02	2.00	4.50	0.40	51.10
Nov 4, 2012	40.61	4.06	2.00	4.75	0.40	51.82
May 5, 2013	40.64	4.06	2.00	4.85	0.40	51.95
Nov 3, 2013	41.15	4.12	2.00	5.00	0.40	52.67
May 4, 2014	41.80	4.18	2.00	5.00	0.40	53.38
Nov 2, 2014	42.38	4.24	2.00	5.00	0.40	54.02
4th Class Steam Engineer						
May 1, 2011	38.41	3.84	2.00	4.50	0.40	49.15
May 6, 2012	39.09	3.91	2.00	4.50	0.40	49.90
Nov 4, 2012	39.50	3.95	2.00	4.75	0.40	50.60
May 5, 2013	39.53	3.95	2.00	4.85	0.40	50.73
Nov 3, 2013	40.03	4.00	2.00	5.00	0.40	51.43
May 4, 2014	40.65	4.07	2.00	5.00	0.40	52.12
Nov 2, 2014	41.22	4.12	2.00	5.00	0.40	52.74
Group 3, including Firefighter						
May 1, 2011	37.32	3.73	2.00	4.50	0.40	47.95
May 6, 2012	37.98	3.80	2.00	4.50	0.40	48.68
Nov 4, 2012	38.37	3.84	2.00	4.75	0.40	49.36
May 5, 2013	38.40	3.84	2.00	4.85	0.40	49.49
Nov 3, 2013	38.88	3.89	2.00	5.00	0.40	50.17
May 4, 2014	39.49	3.95	2.00	5.00	0.40	50.84
Nov 2, 2014	40.04	4.00	2.00	5.00	0.40	51.44
Group 4						
May 1, 2011	35.10	3.51	2.00	4.50	0.40	45.51
May 6, 2012	35.72	3.57	2.00	4.50	0.40	46.19
Nov 4, 2012	36.07	3.61	2.00	4.75	0.40	46.86
May 5, 2013	36.09	3.61	2.00	4.85	0.40	46.95
Nov 3, 2013	36.54	3.65	2.00	5.00	0.40	47.59
May 4, 2014	37.11	3.71	2.00	5.00	0.40	48.22
Nov 2, 2014	37.62	3.76	2.00	5.00	0.40	48.78

**OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955**

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Group 5						
May 1, 2011	32.85	3.29	2.00	4.50	0.40	43.04
May 6, 2012	33.43	3.34	2.00	4.50	0.40	43.67
Nov 4, 2012	33.75	3.38	2.00	4.75	0.40	44.28
May 5, 2013	33.76	3.38	2.00	4.85	0.40	44.39
Nov 3, 2013	34.17	3.42	2.00	5.00	0.40	44.99
May 4, 2014	34.71	3.47	2.00	5.00	0.40	45.58
Nov 2, 2014	35.19	3.52	2.00	5.00	0.40	46.11

NOTE – SEE LETTER OF UNDERSTANDING IN THE COLLECTIVE AGREEMENT RESPECTING POTENTIAL ADJUSTMENT TO THE WAGE SCHEDULE FOR 2012, 2013, and 2014.

Forthwith after the January wage adjustment calculations in each of 2012, 2013 and 2014, representatives of the Parties shall determine whether any adjustments to the Employer Contributions to the benefit plans will be implemented in conjunction with the respective May wage adjustments. Any such adjustments to Employer Contributions shall be funded through the May gross wage and shall be mutually agreed to by the Trade Division and the Union(s).

September 2014

**OPERATING ENGINEERS (PROV.) (cont'd)
LOCAL UNION 955**

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
<u>COMMERCIAL/INSTITUTIONAL</u>						
Group 1, including 2nd Class Steam Engineer						
May 1, 2011	32.51	3.25	1.55	3.50	0.20	41.01
May 6, 2012	33.23	3.32	1.55	3.50	0.20	41.80
May 5, 2013	33.99	3.40	1.55	3.50	0.20	42.64
May 4, 2014	34.75	3.48	1.55	3.50	0.20	43.48
Group 2, including 3rd Class Steam Engineer						
May 1, 2011	29.91	2.99	1.55	3.50	0.20	38.15
May 6, 2012	30.58	3.06	1.55	3.50	0.20	38.89
May 5, 2013	31.29	3.13	1.55	3.50	0.20	39.67
May 4, 2014	32.00	3.20	1.55	3.50	0.20	40.45
4th Class Steam Engineer						
May 1, 2011	29.07	2.91	1.55	3.50	0.20	37.23
May 6, 2012	29.73	2.97	1.55	3.50	0.20	37.95
May 5, 2013	30.42	3.04	1.55	3.50	0.20	38.71
May 4, 2014	31.11	3.11	1.55	3.50	0.20	39.47
Group 3, including Firefighter						
May 1, 2011	28.26	2.83	1.55	3.50	0.20	36.34
May 6, 2012	28.90	2.89	1.55	3.50	0.20	37.04
May 5, 2013	29.57	2.96	1.55	3.50	0.20	37.78
May 4, 2014	30.25	3.02	1.55	3.50	0.20	38.52
Group 4						
May 1, 2011	26.59	2.66	1.55	3.50	0.20	34.50
May 6, 2012	27.20	2.72	1.55	3.50	0.20	35.17
May 5, 2013	27.84	2.78	1.55	3.50	0.20	35.87
May 4, 2014	28.47	2.85	1.55	3.50	0.20	36.57
Group 5						
May 1, 2011	23.78	2.38	1.55	3.50	0.20	31.41
May 6, 2012	24.34	2.43	1.55	3.50	0.20	32.02
May 5, 2013	24.92	2.49	1.55	3.50	0.20	32.66
May 4, 2014	25.50	2.55	1.55	3.50	0.20	33.30
New Hires, 1st 90 days						
May 1, 2011	21.26	2.13	1.55	3.50	0.20	28.64
May 6, 2012	21.76	2.18	1.55	3.50	0.20	29.19
May 5, 2013	22.29	2.23	1.55	3.50	0.20	29.77
May 4, 2014	22.82	2.28	1.55	3.50	0.20	30.35

➤ **Expiration Date April 30, 2015**

WAGE SUMMARY 2011-2015.....PAGE 34

**OPERATING ENGINEERS - CRANE (PROV.)
LOCAL UNION 955**

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Conventional Crane - Up to 50 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29
May 6, 2012	41.30	4.30	2.00	5.00	0.50	53.10
Nov 4, 2012	42.01	4.37	2.00	5.00	0.50	53.88
May 5, 2013	42.14	4.38	2.00	5.00	0.50	54.02
Nov 3, 2013	42.59	4.43	2.00	5.25	0.50	54.77
May 4, 2014	43.27	4.50	2.00	5.25	0.50	55.52
Nov 2, 2014	43.87	4.56	2.00	5.25	0.50	56.18
Conventional Crane - 51 to 125 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07
Nov 3, 2013	44.47	4.63	2.00	5.25	0.50	56.85
May 4, 2014	45.15	4.70	2.00	5.25	0.50	57.60
Nov 2, 2014	45.77	4.76	2.00	5.25	0.50	58.28
Conventional Crane - 126 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30
May 6, 2012	44.03	4.58	2.00	5.00	0.50	56.11
Nov 4, 2012	44.77	4.66	2.00	5.00	0.50	56.93
May 5, 2013	44.90	4.67	2.00	5.00	0.50	57.07
Nov 3, 2013	45.40	4.72	2.00	5.25	0.50	57.87
May 4, 2014	46.08	4.79	2.00	5.25	0.50	58.62
Nov 2, 2014	46.70	4.86	2.00	5.25	0.50	59.31
Conventional Crane - 251 to 500 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37
May 6, 2012	46.81	4.87	2.00	5.00	0.50	59.18
Nov 4, 2012	47.60	4.95	2.00	5.00	0.50	60.05
May 5, 2013	47.73	4.96	2.00	5.00	0.50	60.19
Nov 3, 2013	48.26	5.02	2.00	5.25	0.50	61.03
May 4, 2014	48.94	5.09	2.00	5.25	0.50	61.78
Nov 2, 2014	49.60	5.16	2.00	5.25	0.50	62.51

WAGE SUMMARY 2011-2015.....PAGE 35

OPERATING ENGINEERS - CRANE (PROV.) (cont'd)
LOCAL UNION 955

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Conventional Crane - 501 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09
May 6, 2012	50.18	5.22	2.00	5.00	0.50	62.90
Nov 4, 2012	51.01	5.31	2.00	5.00	0.50	63.82
May 5, 2013	51.14	5.32	2.00	5.00	0.50	63.96
Nov 3, 2013	51.72	5.38	2.00	5.25	0.50	64.85
May 4, 2014	52.40	5.45	2.00	5.25	0.50	65.60
Nov 2, 2014	53.11	5.52	2.00	5.25	0.50	66.38
Hydraulic Crane - up to 25 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29
May 5, 2012	39.49	4.11	2.00	5.00	0.50	51.10
Nov 4, 2012	40.17	4.18	2.00	5.00	0.50	51.85
May 5, 2013	40.30	4.19	2.00	5.00	0.50	51.99
Nov 3, 2013	40.73	4.24	2.00	5.25	0.50	52.72
May 4, 2014	41.41	4.31	2.00	5.25	0.50	53.47
Nov 2, 2014	41.98	4.37	2.00	5.25	0.50	54.10
Hydraulic Crane – 26 to 64 ton capacity, including Boom Truck Operator						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	40.57	4.22	2.00	5.00	0.50	52.29
May 6, 2012	41.30	4.30	2.00	5.00	0.50	53.10
Nov 4, 2012	42.01	4.37	2.00	5.00	0.50	53.88
May 5, 2013	42.14	4.38	2.00	5.00	0.50	54.02
Nov 3, 2013	42.59	4.43	2.00	5.25	0.50	54.77
May 4, 2014	43.27	4.50	2.00	5.25	0.50	55.52
Nov 2, 2014	43.87	4.56	2.00	5.25	0.50	56.18
Hydraulic Crane – 65 to 80 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	41.49	4.31	2.00	5.00	0.50	53.30
May 6, 2012	42.22	4.39	2.00	5.00	0.50	54.11
Nov 4, 2012	42.93	4.47	2.00	5.00	0.50	54.90
May 5, 2013	43.06	4.48	2.00	5.00	0.50	55.04
Nov 3, 2013	43.53	4.53	2.00	5.25	0.50	55.81
May 4, 2014	44.21	4.60	2.00	5.25	0.50	56.56
Nov 2, 2014	44.82	4.66	2.00	5.25	0.50	57.23

WAGE SUMMARY 2011-2015.....PAGE 36

OPERATING ENGINEERS - CRANE (PROV.) (cont'd)
LOCAL UNION 955

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
Hydraulic Crane – 81 to 150 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07
Nov 3, 2013	44.47	4.63	2.00	5.25	0.50	56.85
May 4, 2014	45.15	4.70	2.00	5.25	0.50	57.60
Nov 2, 2014	45.77	4.76	2.00	5.25	0.50	58.28
Hydraulic Crane – 151 to 250 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	43.30	4.50	2.00	5.00	0.50	55.30
May 6, 2012	44.03	4.58	2.00	5.00	0.50	56.11
Nov 4, 2012	44.77	4.66	2.00	5.00	0.50	56.93
May 5, 2013	44.90	4.67	2.00	5.00	0.50	57.07
Nov 3, 2013	45.40	4.72	2.00	5.25	0.50	57.87
May 4, 2014	46.08	4.79	2.00	5.25	0.50	58.62
Nov 2, 2014	46.70	4.86	2.00	5.25	0.50	59.31
Hydraulic Crane – 251 to 500 ton capacity						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	46.08	4.79	2.00	5.00	0.50	58.37
May 6, 2012	46.81	4.87	2.00	5.00	0.50	59.18
Nov 4, 2012	47.60	4.95	2.00	5.00	0.50	60.05
May 5, 2013	47.73	4.96	2.00	5.00	0.50	60.19
Nov 3, 2013	48.26	5.02	2.00	5.25	0.50	61.03
May 4, 2014	48.94	5.09	2.00	5.25	0.50	61.78
Nov 2, 2015	49.60	5.16	2.00	5.25	0.50	62.51
Hydraulic Crane – 501 ton capacity and over						
	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	49.45	5.14	2.00	5.00	0.50	62.09
May 6, 2012	50.18	5.22	2.00	5.00	0.50	62.90
Nov 4, 2012	51.01	5.31	2.00	5.00	0.50	63.82
May 5, 2013	51.14	5.32	2.00	5.00	0.50	63.96
Nov 3, 2013	51.72	5.38	2.00	5.25	0.50	64.85
May 4, 2014	52.40	5.45	2.00	5.25	0.50	65.60
Nov 2, 2014	53.11	5.52	2.00	5.25	0.50	66.38

WAGE SUMMARY 2011-2015.....PAGE 37

**OPERATING ENGINEERS - CRANE (PROV.) (cont'd)
LOCAL UNION 955**

Effective Date	Base Rate	Hol & Vac. Pay	H & W Fund	Pens. Fund	Training Fund	Gross Wage
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Hydraulic Crane – Work out of Yard except Operating

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	38.76	4.03	2.00	5.00	0.50	50.29
May 6, 2012	39.49	4.11	2.00	5.00	0.50	51.10
Nov 4, 2012	40.17	4.18	2.00	5.00	0.50	51.85
May 5, 2013	40.30	4.19	2.00	5.00	0.50	51.99
Nov 3, 2013	40.73	4.24	2.00	5.25	0.50	52.72
May 4, 2014	41.41	4.31	2.00	5.25	0.50	53.47
Nov 2, 2014	41.98	4.37	2.00	5.25	0.50	54.10

Hydraulic Crane - Work in yard including Operating (This rate only applies to permanent yards). In accordance with June 18, 2007 letter.

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	32.65	3.40	2.00	5.00	0.50	43.55
May 6, 2012	33.39	3.47	2.00	5.00	0.50	44.36
Nov 4, 2012	33.98	3.53	2.00	5.00	0.50	45.01
May 5, 2013	34.10	3.55	2.00	5.00	0.50	45.15
Nov 3, 2013	34.45	3.58	2.00	5.25	0.50	45.78
May 4, 2014	35.13	3.65	2.00	5.25	0.50	46.53
Nov 2, 2014	35.63	3.70	2.00	5.25	0.50	47.08

Mechanic/Welder – Shop and Field Apprentices to receive percentage wages as set out in Regulations

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	42.40	4.41	2.00	5.00	0.50	54.31
May 6, 2012	43.13	4.49	2.00	5.00	0.50	55.12
Nov 4, 2012	43.87	4.56	2.00	5.00	0.50	55.93
May 5, 2013	43.99	4.58	2.00	5.00	0.50	56.07
Nov 3, 2013	44.47	4.63	2.00	5.25	0.50	56.85
May 4, 2014	45.15	4.70	2.00	5.25	0.50	57.60
Nov 2, 2014	45.77	4.76	2.00	5.25	0.50	58.28

Truck Drivers/Servicemen

	Base	Holiday Pay	H&W	Pension	Training	Gross
May 1, 2011	34.21	3.56	2.00	5.00	0.50	45.27
May 6, 2012	34.95	3.63	2.00	5.00	0.50	46.08
Nov 4, 2012	35.56	3.70	2.00	5.00	0.50	46.76
May 5, 2013	35.69	3.71	2.00	5.00	0.50	46.90
Nov 3, 2013	36.05	3.75	2.00	5.25	0.50	47.55
May 4, 2014	36.73	3.82	2.00	5.25	0.50	48.30
Nov 2, 2014	37.25	3.87	2.00	5.25	0.50	48.87

OPERATING ENGINEERS - CRANE (PROV.) (cont'd)
LOCAL UNION 955

15.02 Premiums:

Premiums to be applied to wage base rates for the operator for operating equipment with attachments are as follows:

- 2.25 per hour for the principle operator: twin ring, transi-lift, strand jack, RMS lifting system, and jacking system with a capacity in excess of 450 tons.
- 1.25 per hour for: ringer, max-er, super lift, sky horse, ring horse, tower and/or luffing jib.

➤ **Expiration Date April 30, 2015**

September 26, 2014

**PLASTERERS (PROV.)
LOCAL 222**

**SCHEDULE OF WAGE RATES AND BENEFIT CONTRIBUTIONS FOR
INDUSTRIAL WORK (WORK INCLUDED WITHIN ADDENDUM I)**

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
May 22-2011	40.10	4.00	1.00	5.00	0.60	50.70
May 6-2012	40.37	4.04	1.25	5.25	0.60	51.51
Nov 4-2012	40.68	4.07	1.40	5.50	0.60	52.25
May 5-2013	40.81	4.08	1.40	5.50	0.60	52.39
Nov 3-2013	41.38	4.14	1.50	5.50	0.60	53.12
May 4-2014	41.84	4.18	1.50	5.75	0.60	53.87
Nov 2-2014	42.42	4.24	1.50	5.75	0.60	54.51
3rd Year Apprentice (80% of Journeyman Base Wage)						
May 22-2011	32.60	3.26	1.00	3.74	0.60	41.21
May 6-2012	32.78	3.28	1.25	3.94	0.60	41.85
Nov 4-2012	33.00	3.30	1.40	4.14	0.60	42.44
May 5-2013	33.10	3.31	1.40	4.14	0.60	42.55
Nov 3-2013	33.54	3.35	1.50	4.14	0.60	43.13
May 4-2014	33.90	3.39	1.50	4.34	0.60	43.73
Nov 2-2014	34.36	3.44	1.50	4.34	0.60	44.24
2nd Year Apprentice (70% of Journeyman Base Wage)						
May 22-2011	28.45	2.84	1.00	3.55	0.60	36.44
May 6-2012	28.57	2.86	1.25	3.73	0.60	37.01
Nov 4-2012	28.74	2.88	1.40	3.91	0.60	37.53
May 5-2013	28.84	2.88	1.40	3.91	0.60	37.63
Nov 3-2013	29.21	2.92	1.50	3.91	0.60	38.14
May 4-2014	29.53	2.95	1.50	4.09	0.60	38.67
Nov 2-2014	29.94	2.99	1.50	4.09	0.60	39.12
1st Year Apprentice (60% of Journeyman Base Wage)						
May 22-2011	24.47	2.45	1.00	3.38	0.60	31.90
May 6-2012	24.55	2.46	1.25	3.53	0.60	32.39
Nov 4-2012	24.68	2.47	1.40	3.68	0.60	32.83
May 5-2013	24.75	2.48	1.40	3.68	0.60	32.91
Nov 3-2013	25.06	2.51	1.50	3.68	0.60	33.35
May 4-2014	25.34	2.53	1.50	3.83	0.60	33.80
Nov 2-2014	25.68	2.57	1.50	3.83	0.60	34.18
Trainee (50% of Journeyman Base Wage)						
May 22-2011	20.29	2.03	1.00	3.25	0.60	27.17
May 6-2012	20.43	2.05	1.25	3.25	0.60	27.58
Nov 4-2012	20.64	2.06	1.40	3.25	0.60	27.95
May 5-2013	20.70	2.07	1.40	3.25	0.60	28.02
Nov 3-2013	20.95	2.10	1.50	3.25	0.60	28.40
May 4-2014	21.30	2.13	1.50	3.25	0.60	28.78
Nov 2-2014	21.59	2.16	1.50	3.25	0.60	29.10

PLASTERERS (PROV.) (cont'd)
LOCAL 222

SCHEDULE "B"

COMMERCIAL/INSTITUTIONAL

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Journeyman						
22-May-2011	29.29	2.93	1.00	3.50	0.35	37.07
06-May-2012	29.68	2.97	1.25	3.75	0.35	38.00
05-May-2013	30.23	3.02	1.35	4.00	0.35	38.95
04-May-2014	31.06	3.12	1.40	4.00	0.35	39.93
3rd Year Apprentice (80% of Journeyman Base Wage)						
22-May-2011	23.82	2.38	1.00	2.75	0.35	30.30
06-May-2012	23.95	2.40	1.25	2.90	0.35	30.85
05-May-2013	24.07	2.41	1.35	3.00	0.35	31.18
04-May-2014	24.85	2.48	1.40	3.00	0.35	32.08
2nd Year Apprentice (70% of Journeyman Base Wage)						
22-May-2011	20.66	2.07	1.00	2.75	0.35	26.83
06-May-2012	20.78	2.08	1.25	2.90	0.35	27.36
05-May-2013	21.16	2.12	1.35	3.00	0.35	27.98
04-May-2014	21.74	2.17	1.40	3.00	0.35	28.66
1st Year Apprentice (60% of Journeyman Base Wage)						
22-May-2011	17.65	1.76	1.00	2.75	0.35	23.51
06-May-2012	17.81	1.78	1.25	2.90	0.35	24.09
05-May-2013	18.14	1.81	1.35	3.00	0.35	24.65
04-May-2014	18.64	1.86	1.40	3.00	0.35	25.25
Trainee (50% of Journeyman Base Wage)						
22-May-2011	14.46	1.45	1.00	2.75	0.35	20.01
06-May-2012	14.84	1.48	1.25	2.90	0.35	20.82
05-May-2013	15.12	1.51	1.35	3.00	0.35	21.33
04-May-2014	15.53	1.55	1.40	3.00	0.35	21.83

**PLASTERERS (PROV.) (cont'd)
LOCAL 222**

SCHEDULE "C"

COMMERCIAL/INSTITUTIONAL SPRAY FIREPROOFING

Effective Date	Base Wage	Hol & Vac.Pay	H & W Fund	Pen. Fund	Training Fund	Total Wage
Nozzelmen 1						
22-May-2011	31.02	3.10	1.00	3.50	0.35	38.97
06-May-2012	31.67	3.17	1.25	3.50	0.35	39.94
05-May-2013	32.49	3.25	1.35	3.50	0.35	40.94
04-May-2014	33.38	3.34	1.40	3.50	0.35	41.97
Nozzelmen 2						
22-May-2011	24.50	2.45	1.00	2.00	0.35	30.30
06-May-2012	25.02	2.50	1.25	2.00	0.35	31.12
05-May-2013	25.67	2.57	1.35	2.00	0.35	31.94
04-May-2014	26.37	2.64	1.40	2.00	0.35	32.76
Nozzelmen 3						
22-May-2011	21.57	2.16	1.00	1.75	0.35	26.83
06-May-2012	22.17	2.22	1.25	1.75	0.35	27.74
05-May-2013	22.74	2.27	1.35	1.75	0.35	28.46
04-May-2014	23.37	2.34	1.40	1.75	0.35	29.21
Mixer 1						
22-May-2011	18.78	1.88	1.00	1.50	0.35	23.51
06-May-2012	19.09	1.91	1.25	1.50	0.35	24.10
05-May-2013	19.54	1.96	1.35	1.50	0.35	24.70
04-May-2014	20.05	2.02	1.40	1.50	0.35	25.32
Mixer 2						
22-May-2011	17.00	1.70	1.00	1.40	0.35	21.45
06-May-2012	17.28	1.73	1.25	1.40	0.35	22.01
05-May-2013	17.69	1.77	1.35	1.40	0.35	22.56
04-May-2014	18.15	1.81	1.40	1.40	0.35	23.11
Helper Level						
Helper						
22-May-2011	14.50	1.45	1.00	0.25	0.10	17.30
06-May-2012	14.66	1.47	1.25	0.25	0.10	17.73
05-May-2013	14.98	1.50	1.35	0.25	0.10	18.18
04-May-2014	15.34	1.54	1.40	0.25	0.10	18.63

➤ **Expiration Date April 30, 2015**

REFRIGERATION (PROV.)

CONSTRUCTION / MAINTENANCE/SERVICE/REPAIR

LOCAL 488

(APPLICABLE TO 9 COMPANIES AS NOTED ON THE AGREEMENT)

➤ Effective Date	Base Rate	V.P. & S.H.P.	H & W	Pension	Training	Supp. Ben.	Ind. Pro.	Total
Foreman	110%							
4-May-14	50.61	5.06	1.85	5.40	0.35	0.10	0.10	63.47
2-Nov-14	51.27	5.13	1.85	5.60	0.35	0.10	0.10	64.40
Journeyman								
4-May-14	46.01	4.60	1.85	5.40	0.35	0.10	0.10	58.41
2-Nov-14	46.61	4.66	1.85	5.60	0.35	0.10	0.10	59.27
4th year apprentice	85%							
4-May-14	39.11	3.91	1.85	4.59	0.35	0.10	0.10	50.01
2-Nov-14	39.62	3.96	1.85	4.76	0.35	0.10	0.10	50.74
3rd year apprentice	75%							
4-May-14	34.51	3.45	1.85	4.05	0.35	0.10	0.10	44.41
2-Nov-14	34.96	3.50	1.85	4.20	0.35	0.10	0.10	45.06
2nd year apprentice	60%							
4-May-14	27.61	2.76	1.85	3.24	0.35	0.10	0.10	36.01
2-Nov-14	27.97	2.80	1.85	3.36	0.35	0.10	0.10	36.53
1st year apprentice	50%							
4-May-14	23.01	2.30	1.85	2.70	0.35	0.10	0.10	30.41
2-Nov-14	23.31	2.33	1.85	2.80	0.35	0.10	0.10	30.84

- **Expiration Date**
 - **Construction - April 30, 2017**
 - **Maintenance – April 30, 2014**

**ROOFERS (PROV.)
LOCAL UNION 1325 & 8**

Carpenter Roofers' Industrial Wage Schedule

	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
Certified Journeyman						
01-May-11	37.47	3.75	1.40	2.00	0.30	44.92
06-May-12	37.75	3.78	1.40	2.50	0.30	45.73
04-Nov-12	38.35	3.84	1.40	2.50	0.30	46.39
05-May-13	38.48	3.85	1.40	2.50	0.30	46.53
03-Nov-13	39.07	3.91	1.40	2.50	0.30	47.18
04-May-14	39.75	3.98	1.40	2.50	0.30	47.93
02-Nov-14	40.09	4.01	1.60	2.50	0.30	48.50
Journeyman						
01-May-11	36.53	3.65	1.40	2.00	0.30	43.88
06-May-12	36.81	3.68	1.40	2.50	0.30	44.69
04-Nov-12	37.39	3.74	1.40	2.50	0.30	45.33
05-May-13	37.52	3.75	1.40	2.50	0.30	45.47
03-Nov-13	38.09	3.81	1.40	2.50	0.30	46.10
04-May-14	38.76	3.88	1.40	2.50	0.30	46.84
02-Nov-14	39.09	3.91	1.60	2.50	0.30	47.40
Apprentice 4th Year						
01-May-11	35.60	3.56	1.40	2.00	0.30	42.86
06-May-12	35.86	3.59	1.40	2.50	0.30	43.65
04-Nov-12	36.43	3.64	1.40	2.50	0.30	44.27
05-May-13	36.56	3.66	1.40	2.50	0.30	44.42
03-Nov-13	37.12	3.71	1.40	2.50	0.30	45.03
04-May-14	37.76	3.78	1.40	2.50	0.30	45.74
02-Nov-14	38.09	3.81	1.60	2.50	0.30	46.30
Apprentice 3rd Year						
01-May-11	31.85	3.19	1.40	2.00	0.30	38.74
06-May-12	32.09	3.21	1.40	2.50	0.30	39.50
04-Nov-12	32.59	3.26	1.40	2.50	0.30	40.05
05-May-13	32.71	3.27	1.40	2.50	0.30	40.18
03-Nov-13	33.21	3.32	1.40	2.50	0.30	40.73
04-May-14	33.79	3.38	1.40	2.50	0.30	41.37
02-Nov-14	34.08	3.41	1.60	2.50	0.30	41.89
Apprentice 2nd Year						
01-May-11	28.10	2.81	1.40	2.00	0.30	34.61
06-May-12	28.31	2.83	1.40	2.50	0.30	35.34
04-Nov-12	28.76	2.88	1.40	2.50	0.30	35.84
05-May-13	28.86	2.89	1.40	2.50	0.30	35.95
03-Nov-13	29.30	2.93	1.40	2.50	0.30	36.43
04-May-14	29.81	2.98	1.40	2.50	0.30	36.99
02-Nov-14	30.07	3.01	1.60	2.50	0.30	37.48

WAGE SUMMARY 2011-2015.....PAGE 44

Apprentice 1st Year

01-May-11	24.36	2.44	1.40	2.00	0.30	30.50
06-May-12	24.54	2.45	1.40	2.50	0.30	31.19
04-Nov-12	24.93	2.49	1.40	2.50	0.30	31.62
05-May-13	25.01	2.50	1.40	2.50	0.30	31.71
03-Nov-13	25.40	2.54	1.40	2.50	0.30	32.14
04-May-14	25.84	2.58	1.40	2.50	0.30	32.62
02-Nov-14	26.06	2.61	1.60	2.50	0.30	33.07

Truck Driver

01-May-11	35.19	3.52	1.40	2.00	0.30	42.41
06-May-12	35.49	3.55	1.40	2.50	0.30	43.24
04-Nov-12	36.05	3.61	1.40	2.50	0.30	43.86
05-May-13	36.17	3.62	1.40	2.50	0.30	43.99
03-Nov-13	36.73	3.67	1.40	2.50	0.30	44.60
04-May-14	37.37	3.74	1.40	2.50	0.30	45.31
02-Nov-14	37.68	3.77	1.60	2.50	0.30	45.85

Pre Apprentice Rates and Benefits - apply after 710 hours worked

01-May-11	20.61	2.06	1.40	2.00	0.30	26.37
06-May-12	20.76	2.08	1.40	2.50	0.30	27.04
04-Nov-12	21.09	2.11	1.40	2.50	0.30	27.40
05-May-13	21.16	2.12	1.40	2.50	0.30	27.48
03-Nov-13	21.49	2.15	1.40	2.50	0.30	27.84
04-May-14	21.86	2.19	1.40	2.50	0.30	28.25
02-Nov-14	22.05	2.21	1.60	2.50	0.30	28.66

Roofer Helper Rates and Benefits - apply after 710 hours worked

01-May-11	18.74	1.87	1.40	2.00	0.30	24.31
06-May-12	18.88	1.89	1.40	2.50	0.30	24.97
04-Nov-12	19.18	1.92	1.40	2.50	0.30	25.30
05-May-13	19.24	1.92	1.40	2.50	0.30	25.36
03-Nov-13	19.54	1.95	1.40	2.50	0.30	25.69
04-May-14	19.88	1.99	1.40	2.50	0.30	26.07
02-Nov-14	20.05	2.01	1.60	2.50	0.30	26.46

Pre Apprentice – During First 710 hours worked

01-May-11	20.61	2.06	0.00	0.00	0.00	22.67
06-May-12	20.76	2.08	0.00	0.00	0.00	22.84
04-Nov-12	21.09	2.11	0.00	0.00	0.00	23.20
05-May-13	21.16	2.12	0.00	0.00	0.00	23.28
03-Nov-13	21.49	2.15	0.00	0.00	0.00	23.64
04-May-14	21.86	2.19	0.00	0.00	0.00	24.05
02-Nov-14	22.05	2.21	0.00	0.00	0.00	24.26

Roofer Helper – During First 710 hours worked

01-May-11	18.74	1.87	0.00	0.00	0.00	20.61
06-May-12	18.88	1.89	0.00	0.00	0.00	20.77
04-Nov-12	19.18	1.92	0.00	0.00	0.00	21.10
05-May-13	19.24	1.92	0.00	0.00	0.00	21.16
03-Nov-13	19.54	1.95	0.00	0.00	0.00	21.49
04-May-14	19.88	1.99	0.00	0.00	0.00	21.87
02-Nov-14	20.05	2.01	0.00	0.00	0.00	22.06

WAGE SUMMARY 2011-2015.....PAGE 45

Note - Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer

The industrial Foreman rate will be 4.50 above the Certified Journeyman rate. This rate will increase to 5.00 above the Certified Journeyman rate when supervising four (4) or more employees.

September 26, 2014

WAGE SUMMARY 2011-2015.....PAGE 46

ROOFERS (PROV.) (cont'd)

LOCAL UNION 1325 & 8

COMMERCIAL (Carpenter Roofers')

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Certified Journeyman						
01-May-2011	34.65	3.47	1.40	2.00	0.01	41.53
06-May-2012	35.15	3.52	1.40	2.50	0.00	42.57
05-May-2013	35.66	3.57	1.40	3.00	0.00	43.63
04-May-2014	36.20	3.62	1.40	3.50	0.00	44.72
Journeyman						
01-May-2011	33.79	3.38	1.40	2.00	0.01	40.58
06-May-2012	34.27	3.43	1.40	2.50	0.00	41.60
05-May-2013	34.78	3.48	1.40	3.00	0.00	42.66
04-May-2014	35.30	3.53	1.40	3.50	0.00	43.73
Apprentice 4th Year						
01-May-2011	32.94	3.29	1.40	2.00	0.01	39.64
06-May-2012	33.39	3.34	1.40	2.50	0.00	40.63
05-May-2013	33.88	3.39	1.40	3.00	0.00	41.67
04-May-2014	34.39	3.44	1.40	3.50	0.00	42.73
Apprentice 3rd Year						
01-May-2011	29.49	2.95	1.40	2.00	0.01	35.85
06-May-2012	29.88	2.99	1.40	2.50	0.00	36.77
05-May-2013	30.31	3.03	1.40	3.00	0.00	37.74
04-May-2014	30.77	3.08	1.40	3.50	0.00	38.75
Apprentice 2nd Year						
01-May-2011	26.05	2.61	1.40	2.00	0.01	32.07
06-May-2012	26.36	2.64	1.40	2.50	0.00	32.90
05-May-2013	26.75	2.68	1.40	3.00	0.00	33.83
04-May-2014	27.15	2.72	1.40	3.50	0.00	34.77
Apprentice 1st Year						
01-May-2011	22.62	2.26	1.40	2.00	0.01	28.29
06-May-2012	22.85	2.29	1.40	2.50	0.00	29.04
05-May-2013	23.18	2.32	1.40	3.00	0.00	29.90
04-May-2014	23.53	2.35	1.40	3.50	0.00	30.78
Pre Apprentice Rates and Benefits - apply after 710 hours worked						
01-May-2011	19.17	1.92	1.40	2.00	0.01	24.50
06-May-2012	19.33	1.93	1.40	2.50	0.00	25.16
05-May-2013	19.61	1.96	1.40	3.00	0.00	25.97
04-May-2014	19.91	1.99	1.40	3.50	0.00	26.80

WAGE SUMMARY 2011-2015.....PAGE 47

ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8
COMMERCIAL (Carpenter Roofers')

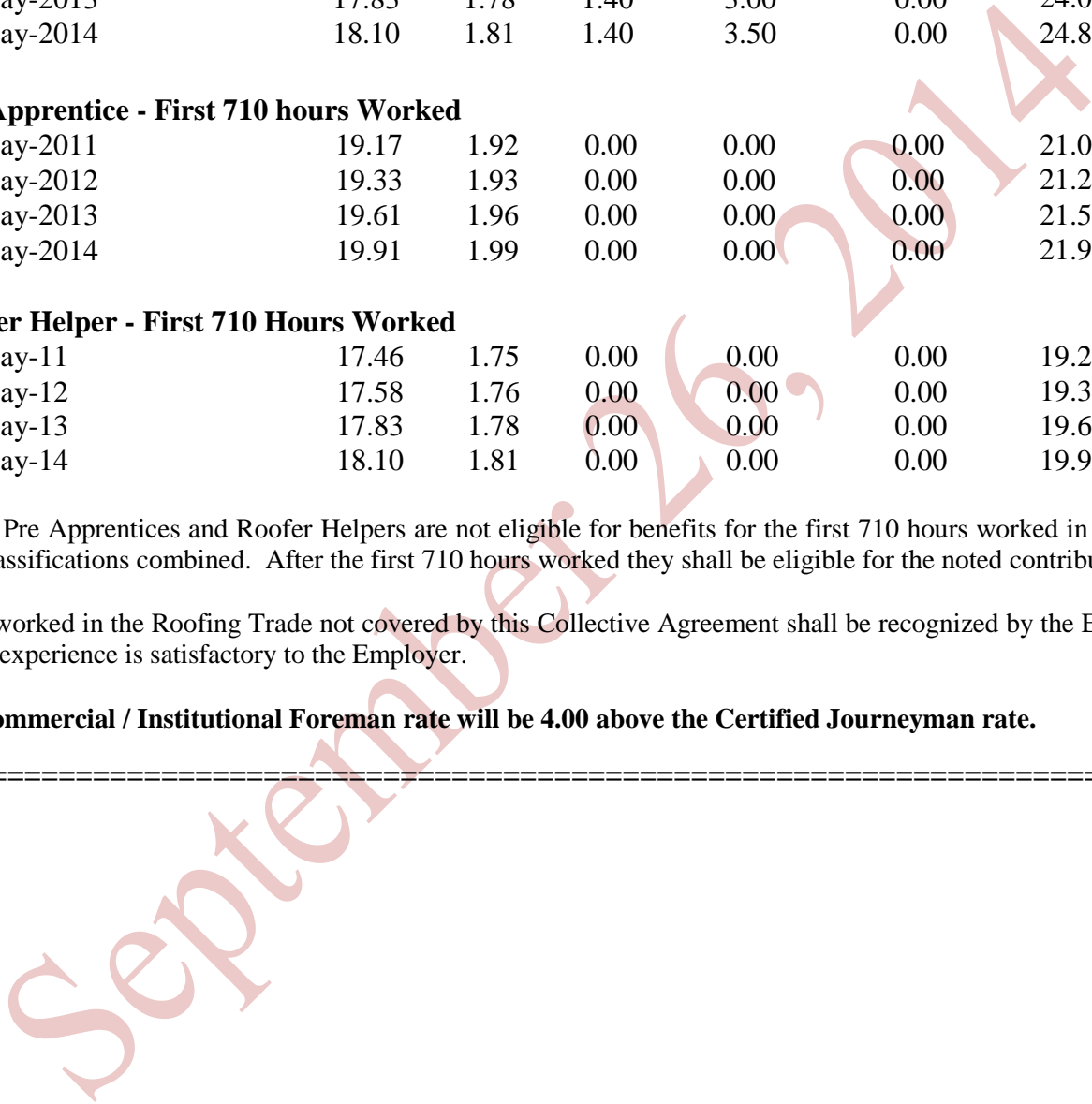
Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Roofer Helper Rates and Benefits - apply after 710 hours worked						
01-May-2011	17.46	1.75	1.40	2.00	0.01	22.62
06-May-2012	17.58	1.76	1.40	2.50	0.00	23.24
05-May-2013	17.83	1.78	1.40	3.00	0.00	24.01
04-May-2014	18.10	1.81	1.40	3.50	0.00	24.81
Pre Apprentice - First 710 hours Worked						
01-May-2011	19.17	1.92	0.00	0.00	0.00	21.09
06-May-2012	19.33	1.93	0.00	0.00	0.00	21.26
05-May-2013	19.61	1.96	0.00	0.00	0.00	21.57
04-May-2014	19.91	1.99	0.00	0.00	0.00	21.90
Roofer Helper - First 710 Hours Worked						
01-May-11	17.46	1.75	0.00	0.00	0.00	19.21
06-May-12	17.58	1.76	0.00	0.00	0.00	19.34
05-May-13	17.83	1.78	0.00	0.00	0.00	19.61
04-May-14	18.10	1.81	0.00	0.00	0.00	19.91

Note – Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Commercial / Institutional Foreman rate will be 4.00 above the Certified Journeyman rate.

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ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8

SHEET METAL ROOFERS'

Sheet Metal Roofers' Industrial Wage Schedule

Certified Journeyman	BASE	H&V	H&W	PENSION	TRAINING	TOTAL
01-May-11	37.47	3.75	1.40	2.00	0.30	44.92
06-May-12	37.94	3.79	1.40	2.30	0.30	45.73
04-Nov-12	38.54	3.85	1.40	2.30	0.30	46.39
05-May-13	38.57	3.86	1.50	2.30	0.30	46.53
03-Nov-13	39.16	3.92	1.50	2.30	0.30	47.18
04-May-14	39.57	3.96	1.60	2.50	0.30	47.93
Journeyman						
01-May-11	36.53	3.65	1.40	2.00	0.30	43.88
06-May-12	36.99	3.70	1.40	2.30	0.30	44.69
04-Nov-12	37.58	3.76	1.40	2.30	0.30	45.34
05-May-13	37.61	3.76	1.50	2.30	0.30	45.47
03-Nov-13	38.18	3.82	1.50	2.30	0.30	46.10
04-May-14	38.58	3.86	1.60	2.50	0.30	46.84
Apprentice 4th Year						
01-May-11	35.60	3.56	1.40	2.00	0.30	42.86
06-May-12	36.04	3.60	1.40	2.30	0.30	43.64
04-Nov-12	36.61	3.66	1.40	2.30	0.30	44.27
05-May-13	36.64	3.66	1.50	2.30	0.30	44.40
03-Nov-13	37.20	3.72	1.50	2.30	0.30	45.02
04-May-14	37.59	3.76	1.60	2.50	0.30	45.75
Apprentice 3rd Year						
01-May-11	31.85	3.19	1.40	2.00	0.30	38.74
06-May-12	32.25	3.23	1.40	2.30	0.30	39.48
04-Nov-12	32.76	3.28	1.40	2.30	0.30	40.04
05-May-13	32.78	3.28	1.50	2.30	0.30	40.16
03-Nov-13	33.29	3.33	1.50	2.30	0.30	40.72
04-May-14	33.63	3.36	1.60	2.50	0.30	41.39
Apprentice 2nd Year						
01-May-11	28.10	2.81	1.40	2.00	0.30	34.61
06-May-12	28.46	2.85	1.40	2.30	0.30	35.31
04-Nov-12	28.91	2.89	1.40	2.30	0.30	35.80
05-May-13	28.93	2.89	1.50	2.30	0.30	35.92
03-Nov-13	29.37	2.94	1.50	2.30	0.30	36.41
04-May-14	29.68	2.97	1.60	2.50	0.30	37.05
Apprentice 1st Year						
01-May-11	24.36	2.44	1.40	2.00	0.30	30.50
06-May-12	24.66	2.47	1.40	2.30	0.30	31.13
04-Nov-12	25.05	2.51	1.40	2.30	0.30	31.56
05-May-13	25.07	2.51	1.50	2.30	0.30	31.68
03-Nov-13	25.45	2.55	1.50	2.30	0.30	32.10
04-May-14	25.72	2.57	1.60	2.50	0.30	32.69

SHEET METAL – ROOFERS’ (cont’d)

Sheet Metal – Roofers Industrial Wage Schedules (cont’d)

Truck Driver

01-May-11	35.19	3.52	1.40	2.00	0.30	42.41
06-May-12	35.66	3.57	1.40	2.30	0.30	43.23
04-Nov-12	36.23	3.62	1.40	2.30	0.30	43.85
05-May-13	36.26	3.63	1.50	2.30	0.30	43.99
03-Nov-13	36.81	3.68	1.50	2.30	0.30	44.59
04-May-14	37.19	3.72	1.60	2.50	0.30	45.31

Pre Apprentice Rates and Benefits - apply after 710 hours worked

01-May-11	20.61	2.06	1.40	2.00	0.30	26.37
06-May-12	20.87	2.09	1.40	2.30	0.30	26.96
04-Nov-12	21.20	2.12	1.40	2.30	0.30	27.32
05-May-13	21.21	2.12	1.50	2.30	0.30	27.43
03-Nov-13	21.54	2.15	1.50	2.30	0.30	27.79
04-May-14	21.76	2.18	1.60	2.50	0.30	28.34

Rofer Helper Rates and Benefits - apply after 710 hours worked

01-May-11	18.74	1.87	1.40	2.00	0.30	24.31
06-May-12	18.97	1.90	1.40	2.30	0.30	24.87
04-Nov-12	19.27	1.93	1.40	2.30	0.30	25.20
05-May-13	19.29	1.93	1.50	2.30	0.30	25.32
03-Nov-13	19.58	1.96	1.50	2.30	0.30	25.64
04-May-14	19.79	1.98	1.60	2.50	0.30	26.17

Pre Apprentice – During First 710 hours worked

01-May-11	20.61	2.06	0.00	0.00	0.00	22.67
06-May-12	20.87	2.09	0.00	0.00	0.00	22.96
04-Nov-12	21.20	2.12	0.00	0.00	0.00	23.32
05-May-13	21.21	2.12	0.00	0.00	0.00	23.33
03-Nov-13	21.54	2.15	0.00	0.00	0.00	23.69
04-May-14	21.76	2.18	0.00	0.00	0.00	23.94

Rofer Helper – During First 710 hours worked

01-May-11	18.74	1.87	0.00	0.00	0.00	20.61
06-May-12	18.97	1.90	0.00	0.00	0.00	20.87
04-Nov-12	19.27	1.93	0.00	0.00	0.00	21.20
05-May-13	19.29	1.93	0.00	0.00	0.00	21.22
03-Nov-13	19.58	1.96	0.00	0.00	0.00	21.54
04-May-14	19.79	1.98	0.00	0.00	0.00	21.77

Note - Pre Apprentices and Rofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Industrial Foreman rate will be 4.50 above the Certified Journeyman rate. This rate will increase to 5.00 above the Certified Journeyman rate when supervising four or more employees.

WAGE SUMMARY 2011-2015.....PAGE 50

ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
<u>COMMERCIAL (Sheet Metal Roofers)</u>						
Certified Journeyman						
01-May-2011	34.39	3.44	1.40	2.00	0.30	41.53
06-May-2012	34.97	3.50	1.50	2.30	0.30	42.57
05-May-2013	35.57	3.56	1.60	2.60	0.30	43.63
04-May-2014	36.15	3.62	1.65	3.00	0.30	44.72
Journeyman						
01-May-2011	33.53	3.35	1.40	2.00	0.30	40.58
06-May-2012	34.09	3.41	1.50	2.30	0.30	41.60
05-May-2013	34.69	3.47	1.60	2.60	0.30	42.66
04-May-2014	35.25	3.53	1.65	3.00	0.30	43.73
App – 4th Year						
01-May-2011	32.67	3.27	1.40	2.00	0.30	39.64
06-May-2012	33.21	3.32	1.50	2.30	0.30	40.63
05-May-2013	33.79	3.38	1.60	2.60	0.30	41.67
04-May-2014	34.34	3.44	1.65	3.00	0.30	42.73
App – 3rd Year						
01-May-2011	29.23	2.92	1.40	2.00	0.30	35.85
06-May-2012	29.70	2.97	1.50	2.30	0.30	36.77
05-May-2013	30.22	3.02	1.60	2.60	0.30	37.74
04-May-2014	30.73	3.07	1.65	3.00	0.30	38.75
App – 2nd Year						
01-May-2011	25.79	2.58	1.40	2.00	0.30	32.07
06-May-2012	26.18	2.62	1.50	2.30	0.30	32.90
05-May-2013	26.66	2.67	1.60	2.60	0.30	33.83
04-May-2014	27.11	2.71	1.65	3.00	0.30	34.77
App – 1st Year						
01-May-2011	22.35	2.24	1.40	2.00	0.30	28.29
06-May-2012	22.67	2.27	1.50	2.30	0.30	29.04
05-May-2013	23.09	2.31	1.60	2.60	0.30	29.90
04-May-2014	23.48	2.35	1.65	3.00	0.30	30.78
Pre-App after 710 hours						
01-May-2011	18.91	1.89	1.40	2.00	0.30	24.50
06-May-2012	19.14	1.92	1.50	2.30	0.30	25.16
05-May-2013	19.52	1.95	1.60	2.60	0.30	25.97
04-May-2014	19.86	1.99	1.65	3.00	0.30	26.80

WAGE SUMMARY 2011-2015.....PAGE 51

ROOFERS (PROV.) (cont'd)
LOCAL UNION 1325 & 8

Effective Date	Base Wage	Hol. & Vac.	H & W	Pension	Training	Total
Roofer Helper after 710 hours						
01-May-2011	17.20	1.72	1.40	2.00	0.30	22.62
06-May-2012	17.40	1.74	1.50	2.30	0.30	23.24
05-May-2013	17.74	1.77	1.60	2.60	0.30	24.01
04-May-2014	18.05	1.81	1.65	3.00	0.30	24.81
Pre-App – First 710 hours						
01-May-2011	18.91	1.89	0.00	0.00	0.00	20.80
06-May-2012	19.14	1.92	0.00	0.00	0.00	21.06
05-May-2013	19.52	1.95	0.00	0.00	0.00	21.47
04-May-2014	19.86	1.99	0.00	0.00	0.00	21.85
Roofer Helper – First 710 hours						
01-May-2011	17.20	1.72	0.00	0.00	0.00	18.92
06-May-2012	17.40	1.74	0.00	0.00	0.00	19.14
05-May-2013	17.74	1.77	0.00	0.00	0.00	19.51
04-May-2014	18.05	1.81	0.00	0.00	0.00	19.86

Note – Pre Apprentices and Roofer Helpers are not eligible for benefits for the first 710 hours worked in either or both classifications combined. After the first 710 hours worked they shall be eligible for the noted contributions.

Hours worked in the Roofing Trade not covered by this Collective Agreement shall be recognized by the Employer if such experience is satisfactory to the Employer.

The Commercial / Institutional Foreman rate will be 4.00 above the Certified Journeyman rate.

➤ **Expiration Date April 30, 2015**

SHEET METAL (PROV.)

LOCAL UNION 8

INDUSTRIAL

NOTE: please also see Letter of Understanding entitled “Wage Determination – Industrial.”

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
Foreman with crew of more than 10							
1-May-11	\$47.21	\$4.72	\$1.50	\$5.00	\$0.30	\$0.09	\$58.82
6-May-12	\$47.76	\$4.78	\$1.55	\$5.15	\$0.30	\$0.09	\$59.63
4-Nov-12	\$48.48	\$4.85	\$1.55	\$5.15	\$0.30	\$0.09	\$60.42
5-May-13	\$48.43	\$4.84	\$1.60	\$5.30	\$0.30	\$0.09	\$60.56
3-Nov-13	\$49.14	\$4.91	\$1.60	\$5.30	\$0.30	\$0.09	\$61.34
4-May-14	\$49.59	\$4.96	\$1.65	\$5.50	\$0.30	\$0.09	\$62.09
2-Nov-14	\$50.21	\$5.02	\$1.65	\$5.50	\$0.30	\$0.09	\$62.77
Foreman with ICCS with crew of more than 10							
1-May-11	\$47.21	\$4.72	\$1.50	\$5.00	\$0.30	\$0.09	\$58.82
6-May-12	\$48.01	\$4.80	\$1.55	\$5.15	\$0.30	\$0.09	\$59.90
4-Nov-12	\$48.73	\$4.87	\$1.55	\$5.15	\$0.30	\$0.09	\$60.69
5-May-13	\$48.93	\$4.89	\$1.60	\$5.30	\$0.30	\$0.09	\$61.11
3-Nov-13	\$49.64	\$4.96	\$1.60	\$5.30	\$0.30	\$0.09	\$61.89
4-May-14	\$50.34	\$5.03	\$1.65	\$5.50	\$0.30	\$0.09	\$62.91
2-Nov-14	\$50.96	\$5.10	\$1.65	\$5.50	\$0.30	\$0.09	\$63.60
Foreman with crew of up to and including 10							
1-May-11	\$46.21	\$4.62	\$1.50	\$5.00	\$0.30	\$0.09	\$57.72
6-May-12	\$46.76	\$4.68	\$1.55	\$5.15	\$0.30	\$0.09	\$58.53
4-Nov-12	\$47.48	\$4.75	\$1.55	\$5.15	\$0.30	\$0.09	\$59.32
5-May-13	\$47.43	\$4.74	\$1.60	\$5.30	\$0.30	\$0.09	\$59.46
3-Nov-13	\$48.14	\$4.81	\$1.60	\$5.30	\$0.30	\$0.09	\$60.24
4-May-14	\$48.59	\$4.86	\$1.65	\$5.50	\$0.30	\$0.09	\$60.99
2-Nov-14	\$49.21	\$4.92	\$1.65	\$5.50	\$0.30	\$0.09	\$61.67
Foreman with crew of up to and including 10 with ICCS							
1-May-11	\$46.21	\$4.62	\$1.50	\$5.00	\$0.30	\$0.09	\$57.72
6-May-12	\$47.01	\$4.70	\$1.55	\$5.15	\$0.30	\$0.09	\$58.80
4-Nov-12	\$47.73	\$4.77	\$1.55	\$5.15	\$0.30	\$0.09	\$59.59
5-May-13	\$47.93	\$4.79	\$1.60	\$5.30	\$0.30	\$0.09	\$60.01
3-Nov-13	\$48.64	\$4.86	\$1.60	\$5.30	\$0.30	\$0.09	\$60.79
4-May-14	\$49.34	\$4.93	\$1.65	\$5.50	\$0.30	\$0.09	\$61.81
2-Nov-14	\$49.96	\$5.00	\$1.65	\$5.50	\$0.30	\$0.09	\$62.50

WAGE SUMMARY 2011-2015.....PAGE 53

**SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8**

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
Journeyman							
1-May-11	\$42.71	\$4.27	\$1.50	\$5.00	\$0.30	\$0.09	\$53.87
6-May-12	\$43.26	\$4.33	\$1.55	\$5.15	\$0.30	\$0.09	\$54.68
4-Nov-12	\$43.98	\$4.40	\$1.55	\$5.15	\$0.30	\$0.09	\$55.47
5-May-13	\$43.93	\$4.39	\$1.60	\$5.30	\$0.30	\$0.09	\$55.61
3-Nov-13	\$44.64	\$4.46	\$1.60	\$5.30	\$0.30	\$0.09	\$56.39
4-May-14	\$45.09	\$4.51	\$1.65	\$5.50	\$0.30	\$0.09	\$57.14
2-Nov-14	\$45.71	\$4.57	\$1.65	\$5.50	\$0.30	\$0.09	\$57.82
4th Year Apprentice 85%							
1-May-11	\$36.30	\$3.63	\$1.50	\$5.00	\$0.30	\$0.09	\$46.82
6-May-12	\$36.77	\$3.68	\$1.55	\$5.15	\$0.30	\$0.09	\$47.54
4-Nov-12	\$37.38	\$3.74	\$1.55	\$5.15	\$0.30	\$0.09	\$48.21
5-May-13	\$37.34	\$3.73	\$1.60	\$5.30	\$0.30	\$0.09	\$48.36
3-Nov-13	\$37.94	\$3.79	\$1.60	\$5.30	\$0.30	\$0.09	\$49.02
4-May-14	\$38.33	\$3.83	\$1.65	\$5.50	\$0.30	\$0.09	\$49.70
2-Nov-14	\$38.85	\$3.89	\$1.65	\$5.50	\$0.30	\$0.09	\$50.28
3rd Year Apprentice 75%							
1-May-11	\$32.03	\$3.20	\$1.50	\$5.00	\$0.30	\$0.09	\$42.12
6-May-12	\$32.45	\$3.25	\$1.55	\$5.15	\$0.30	\$0.09	\$42.79
4-Nov-12	\$32.99	\$3.30	\$1.55	\$5.15	\$0.30	\$0.09	\$43.38
5-May-13	\$32.95	\$3.30	\$1.60	\$5.30	\$0.30	\$0.09	\$43.54
3-Nov-13	\$33.48	\$3.35	\$1.60	\$5.30	\$0.30	\$0.09	\$44.12
4-May-14	\$33.82	\$3.38	\$1.65	\$5.50	\$0.30	\$0.09	\$44.74
2-Nov-14	\$34.28	\$3.43	\$1.65	\$5.50	\$0.30	\$0.09	\$45.25
2nd Year Apprentice 65%							
1-May-11	\$27.76	\$2.78	\$1.50	\$5.00	\$0.30	\$0.09	\$37.43
6-May-12	\$28.12	\$2.81	\$1.55	\$5.15	\$0.30	\$0.09	\$38.02
4-Nov-12	\$28.59	\$2.86	\$1.55	\$5.15	\$0.30	\$0.09	\$38.54
5-May-13	\$28.55	\$2.86	\$1.60	\$5.30	\$0.30	\$0.09	\$38.70
3-Nov-13	\$29.02	\$2.90	\$1.60	\$5.30	\$0.30	\$0.09	\$39.21
4-May-14	\$29.31	\$2.93	\$1.65	\$5.50	\$0.30	\$0.09	\$39.78
2-Nov-14	\$29.71	\$2.97	\$1.65	\$5.50	\$0.30	\$0.09	\$40.22

WAGE SUMMARY 2011-2015.....PAGE 54

**SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8**

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
1st Year Apprentice		50%					
1-May-11	\$21.36	\$2.14	\$1.50	\$5.00	\$0.30	\$0.09	\$30.39
6-May-12	\$21.63	\$2.16	\$1.55	\$5.15	\$0.30	\$0.09	\$30.88
4-Nov-12	\$21.99	\$2.20	\$1.55	\$5.15	\$0.30	\$0.09	\$31.28
5-May-13	\$21.97	\$2.20	\$1.60	\$5.30	\$0.30	\$0.09	\$31.46
3-Nov-13	\$22.32	\$2.23	\$1.60	\$5.30	\$0.30	\$0.09	\$31.84
4-May-14	\$22.55	\$2.26	\$1.65	\$5.50	\$0.30	\$0.09	\$32.35
2-Nov-14	\$22.86	\$2.29	\$1.65	\$5.50	\$0.30	\$0.09	\$32.69
Probationary		40%					
1-May-11	\$17.08	\$1.71	\$1.50	\$0.00	\$0.30	\$0.09	\$20.68
6-May-12	\$17.30	\$1.73	\$1.55	\$0.00	\$0.30	\$0.09	\$20.97
4-Nov-12	\$17.59	\$1.76	\$1.55	\$0.00	\$0.30	\$0.09	\$21.29
5-May-13	\$17.57	\$1.76	\$1.60	\$0.00	\$0.30	\$0.09	\$21.32
3-Nov-13	\$17.86	\$1.79	\$1.60	\$0.00	\$0.30	\$0.09	\$21.64
4-May-14	\$18.04	\$1.80	\$1.65	\$0.00	\$0.30	\$0.09	\$21.88
2-Nov-14	\$18.28	\$1.83	\$1.65	\$0.00	\$0.30	\$0.09	\$22.15
Welders – Industrial							
Journeyman							
1-May-11	\$42.71	\$4.27	\$1.50	\$5.00	\$0.30	\$0.09	\$53.87
6-May-12	\$43.26	\$4.33	\$1.55	\$5.15	\$0.30	\$0.09	\$54.68
4-Nov-12	\$43.98	\$4.40	\$1.55	\$5.15	\$0.30	\$0.09	\$55.47
5-May-13	\$43.93	\$4.39	\$1.60	\$5.30	\$0.30	\$0.09	\$55.61
3-Nov-13	\$44.64	\$4.46	\$1.60	\$5.30	\$0.30	\$0.09	\$56.39
4-May-14	\$45.09	\$4.51	\$1.65	\$5.50	\$0.30	\$0.09	\$57.14
2-Nov-14	\$45.71	\$4.57	\$1.65	\$5.50	\$0.30	\$0.09	\$57.82
3rd Year Apprentice		90%					
1-May-11	\$38.44	\$3.84	\$1.50	\$5.00	\$0.30	\$0.09	\$49.17
6-May-12	\$38.93	\$3.89	\$1.55	\$5.15	\$0.30	\$0.09	\$49.91
4-Nov-12	\$39.58	\$3.96	\$1.55	\$5.15	\$0.30	\$0.09	\$50.63
5-May-13	\$39.54	\$3.95	\$1.60	\$5.30	\$0.30	\$0.09	\$50.78
3-Nov-13	\$40.18	4.02	\$1.60	\$5.30	\$0.30	\$0.09	\$51.49
4-May-14	\$40.58	\$4.06	\$1.65	\$5.50	\$0.30	\$0.09	\$52.18
2-Nov-14	\$41.14	\$4.11	\$1.65	\$5.50	\$0.30	\$0.09	\$52.79

WAGE SUMMARY 2011-2015.....PAGE 55

**SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8**

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
2nd Year Apprentice		75%					
1-May-11	\$32.03	\$3.20	\$1.50	\$5.00	\$0.30	\$0.09	\$42.12
6-May-12	\$32.45	\$3.25	\$1.55	\$5.15	\$0.30	\$0.09	\$42.79
4-Nov-12	\$32.99	\$3.30	\$1.55	\$5.15	\$0.30	\$0.09	\$43.38
5-May-13	\$32.95	\$3.30	\$1.60	\$5.30	\$0.30	\$0.09	\$43.54
3-Nov-13	\$33.48	\$3.35	\$1.60	\$5.30	\$0.30	\$0.09	\$44.12
4-May-14	\$33.82	\$3.38	\$1.65	\$5.50	\$0.30	\$0.09	\$44.74
2-Nov-14	\$34.28	\$3.43	\$1.65	\$5.50	\$0.30	\$0.09	\$45.25
1st Year Apprentice		60%					
1-May-11	\$25.63	\$2.56	\$1.50	\$5.00	\$0.30	\$0.09	\$35.08
6-May-12	\$25.96	\$2.60	\$1.55	\$5.15	\$0.30	\$0.09	\$35.65
4-Nov-12	\$26.39	\$2.64	\$1.55	\$5.15	\$0.30	\$0.09	\$36.12
5-May-13	\$26.36	\$2.64	\$1.60	\$5.30	\$0.30	\$0.09	\$36.29
3-Nov-13	\$26.78	\$2.68	\$1.60	\$5.30	\$0.30	\$0.09	\$36.75
4-May-14	\$27.05	\$2.71	\$1.65	\$5.50	\$0.30	\$0.09	\$37.30
2-Nov-14	\$27.43	\$2.74	\$1.65	\$5.50	\$0.30	\$0.09	\$37.71

September 26, 2014

WAGE SUMMARY 2011-2015.....PAGE 56

**SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8**

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
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COMMERCIAL & INSTUTIONAL

Foreman A

01-May-2011	38.07	3.81	1.50	4.00	0.30	0.09	47.77
06-May-2012	38.89	3.89	1.55	4.15	0.30	0.09	48.87
05-May-2013	39.74	3.97	1.60	4.30	0.30	0.09	50.00
04-May-2014	40.76	4.08	1.65	4.50	0.30	0.09	51.38

Foreman A with ICCS

01-May-2011	38.07	3.81	1.50	4.00	0.30	0.09	47.77
06-May-2012	39.14	3.91	1.55	4.15	0.30	0.09	49.14
05-May-2013	40.24	4.02	1.60	4.30	0.30	0.09	50.55
04-May-2014	41.51	4.15	1.65	4.50	0.30	0.09	52.20

Foreman B

01-May-2011	37.07	3.71	1.50	4.00	0.30	0.09	46.67
06-May-2012	37.89	3.79	1.55	4.15	0.30	0.09	47.77
05-May-2013	38.74	3.87	1.60	4.30	0.30	0.09	48.90
04-May-2014	39.76	3.98	1.65	4.50	0.30	0.09	50.28

Foreman B with ICCS

01-May-2011	37.07	3.71	1.50	4.00	0.30	0.09	46.67
06-May-2012	38.14	3.81	1.55	4.15	0.30	0.09	48.04
05-May-2013	39.24	3.92	1.60	4.30	0.30	0.09	49.45
04-May-2014	40.51	4.05	1.65	4.50	0.30	0.09	51.10

Journeyman

01-May-2011	34.57	3.46	1.50	4.00	0.30	0.09	43.92
06-May-2012	35.39	3.54	1.55	4.15	0.30	0.09	45.02
05-May-2013	36.24	3.62	1.60	4.30	0.30	0.09	46.15
04-May-2014	37.26	3.73	1.65	4.50	0.30	0.09	47.53

WAGE SUMMARY 2011-2015.....PAGE 57

SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
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COMMERCIAL & INSTUTIONAL (cont'd)

4th Year Apprentice

01-May-2011	29.38	2.94	1.50	4.00	0.30	0.09	38.21
06-May-2012	30.08	3.01	1.55	4.15	0.30	0.09	39.18
05-May-2013	30.80	3.08	1.60	4.30	0.30	0.09	40.17
04-May-2014	31.67	3.17	1.65	4.50	0.30	0.09	41.38

3rd Year Apprentice

01-May-2011	25.93	2.59	1.50	4.00	0.30	0.09	34.41
06-May-2012	26.54	2.65	1.55	4.15	0.30	0.09	35.28
05-May-2013	27.18	2.72	1.60	4.30	0.30	0.09	36.19
04-May-2014	27.95	2.80	1.65	4.50	0.30	0.09	37.29

2nd Year Apprentice

01-May-2011	22.47	2.25	1.50	4.00	0.30	0.09	30.61
06-May-2012	23.00	2.30	1.55	4.15	0.30	0.09	31.39
05-May-2013	23.56	2.36	1.60	4.30	0.30	0.09	32.21
04-May-2014	24.22	2.42	1.65	4.50	0.30	0.09	33.18

1st Year Apprentice

01-May-2011	17.29	1.73	1.50	*	0.30	0.09	20.91
06-May-2012	17.70	1.77	1.55	*	0.30	0.09	21.41
05-May-2013	18.12	1.81	1.60	*	0.30	0.09	21.92
04-May-2014	18.63	1.86	1.65	*	0.30	0.09	22.53

Probationary

01-May-2011	13.83	1.38	1.50	*	0.30	0.09	17.10
06-May-2012	14.16	1.42	1.55	*	0.30	0.09	17.52
05-May-2013	14.50	1.45	1.60	*	0.30	0.09	17.94
04-May-2014	14.90	1.49	1.65	*	0.30	0.09	18.43

**SHEET METAL (PROV.) (cont'd)
LOCAL UNION 8**

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
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COMMERCIAL - Welders

Journeyman

01-May-2011	34.57	3.46	1.50	4.00	0.30	0.09	43.92
06-May-2012	35.39	3.54	1.55	4.15	0.30	0.09	45.02
05-May-2013	36.24	3.62	1.60	4.30	0.30	0.09	46.15
04-May-2014	37.26	3.73	1.65	4.50	0.30	0.09	47.53

3rd Year Apprentice

01-May-2011	31.11	3.11	1.50	4.00	0.30	0.09	40.11
06-May-2012	31.85	3.19	1.55	4.15	0.30	0.09	41.13
05-May-2013	32.62	3.26	1.60	4.30	0.30	0.09	42.17
04-May-2014	33.53	3.35	1.65	4.50	0.30	0.09	43.42

2nd Year Apprentice

01-May-2011	25.93	2.59	1.50	4.00	0.30	0.09	34.41
06-May-2012	26.54	2.65	1.55	4.15	0.30	0.09	35.28
05-May-2013	27.18	2.72	1.60	4.30	0.30	0.09	36.19
04-May-2014	27.95	2.80	1.65	4.50	0.30	0.09	37.29

1st Year Apprentice

01-May-2011	20.74	2.07	1.50	*	0.30	0.09	24.70
06-May-2012	21.23	2.12	1.55	*	0.30	0.09	25.29
05-May-2013	21.74	2.17	1.60	*	0.30	0.09	25.90
04-May-2014	22.36	2.24	1.65	*	0.30	0.09	26.64

* NOTE: Pension contributions may apply see ARTICLE 14.02 (b) (#5)

➤ **Expiration Date April 30, 2015**

SHEETERS, DECKERS, CLADDERS (PROV.)

LOCAL UNION 8

INDUSTRIAL

NOTE: please also see Letter of Understanding entitled “Wage Determination – Industrial.”

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
General Foreman (115%)							
1-May-11	\$46.75	\$4.68	\$1.50	\$5.00	\$0.30	\$0.09	\$58.32
6-May-12	\$47.38	\$4.74	\$1.55	\$5.15	\$0.30	\$0.09	\$59.21
4-Nov-12	\$48.17	\$4.82	\$1.55	\$5.15	\$0.30	\$0.09	\$60.08
5-May-13	\$48.12	\$4.81	\$1.60	\$5.30	\$0.30	\$0.09	\$60.22
3-Nov-13	\$48.89	\$4.89	\$1.60	\$5.30	\$0.30	\$0.09	\$61.07
4-May-14	\$49.40	\$4.94	\$1.65	\$5.50	\$0.30	\$0.09	\$61.88
2-Nov-14	\$50.08	\$5.01	\$1.65	\$5.50	\$0.30	\$0.09	\$62.63
Foreman (110%)							
1-May-11	\$44.72	\$4.47	\$1.50	\$5.00	\$0.30	\$0.09	\$56.08
6-May-12	\$45.32	\$4.53	\$1.55	\$5.15	\$0.30	\$0.09	\$56.94
4-Nov-12	\$46.08	\$4.61	\$1.55	\$5.15	\$0.30	\$0.09	\$57.78
5-May-13	\$46.02	\$4.60	\$1.60	\$5.30	\$0.30	\$0.09	\$57.91
3-Nov-13	\$46.76	\$4.68	\$1.60	\$5.30	\$0.30	\$0.09	\$58.73
4-May-14	\$47.26	\$4.73	\$1.65	\$5.50	\$0.30	\$0.09	\$59.53
2-Nov-14	\$47.91	\$4.79	\$1.65	\$5.50	\$0.30	\$0.09	\$60.24
Journeyman							
1-May-11	\$40.65	\$4.06	\$1.50	\$5.00	\$0.30	\$0.09	\$51.60
6-May-12	\$41.20	\$4.12	\$1.55	\$5.15	\$0.30	\$0.09	\$52.41
4-Nov-12	\$41.89	\$4.19	\$1.55	\$5.15	\$0.30	\$0.09	\$53.17
5-May-13	\$41.84	\$4.18	\$1.60	\$5.30	\$0.30	\$0.09	\$53.31
3-Nov-13	\$42.51	\$4.25	\$1.60	\$5.30	\$0.30	\$0.09	\$54.05
4-May-14	\$42.96	\$4.30	\$1.65	\$5.50	\$0.30	\$0.09	\$54.80
2-Nov-14	\$43.55	\$4.36	\$1.65	\$5.50	\$0.30	\$0.09	\$55.45
3rd Year Apprentice (85%)							
1-May-11	\$34.55	\$3.46	\$1.50	\$5.00	\$0.30	\$0.09	\$44.90
6-May-12	\$35.02	\$3.50	\$1.55	\$5.15	\$0.30	\$0.09	\$45.61
4-Nov-12	\$35.61	\$3.56	\$1.55	\$5.15	\$0.30	\$0.09	\$46.26
5-May-13	\$35.56	\$3.56	\$1.60	\$5.30	\$0.30	\$0.09	\$46.41
3-Nov-13	\$36.13	\$3.61	\$1.60	\$5.30	\$0.30	\$0.09	\$47.03
4-May-14	\$36.52	\$3.65	\$1.65	\$5.50	\$0.30	\$0.09	\$47.71
2-Nov-14	\$37.02	\$3.70	\$1.65	\$5.50	\$0.30	\$0.09	\$48.26

WAGE SUMMARY 2011-2015.....PAGE 60

**SHEETERS, DECKERS, CLADDERS (PROV.) (cont'd)
LOCAL UNION 8**

	BASE	HOL& VAC	H&W	PENSION	TRAINING	BENEV.	TOTAL
2nd Year Apprentice (75%)							
1-May-11	\$30.49	\$3.05	\$1.50	\$5.00	\$0.30	\$0.09	\$40.43
6-May-12	\$30.90	\$3.09	\$1.55	\$5.15	\$0.30	\$0.09	\$41.08
4-Nov-12	\$31.42	\$3.14	\$1.55	\$5.15	\$0.30	\$0.09	\$41.65
5-May-13	\$31.38	\$3.14	\$1.60	\$5.30	\$0.30	\$0.09	\$41.81
3-Nov-13	\$31.88	\$3.19	\$1.60	\$5.30	\$0.30	\$0.09	\$42.36
4-May-14	\$32.22	\$3.22	\$1.65	\$5.50	\$0.30	\$0.09	\$42.98
2-Nov-14	\$32.66	\$3.27	\$1.65	\$5.50	\$0.30	\$0.09	\$43.47
1st Year Apprentice (65%)							
1-May-11	\$26.42	\$2.64	\$1.50	\$5.00	\$0.30	\$0.09	\$35.95
6-May-12	\$26.78	\$2.68	\$1.55	\$5.15	\$0.30	\$0.09	\$36.55
4-Nov-12	\$27.23	\$2.72	\$1.55	\$5.15	\$0.30	\$0.09	\$37.04
5-May-13	\$27.20	\$2.72	\$1.60	\$5.30	\$0.30	\$0.09	\$37.21
3-Nov-13	\$27.63	\$2.76	\$1.60	\$5.30	\$0.30	\$0.09	\$37.68
4-May-14	\$27.92	\$2.79	\$1.65	\$5.50	\$0.30	\$0.09	\$38.25
2-Nov-14	\$28.31	\$2.83	\$1.65	\$5.50	\$0.30	\$0.09	\$38.68
Probationary (55%)							
1-May-11	\$22.36	\$2.24	\$1.50	\$0.00	\$0.30	\$0.09	\$26.49
6-May-12	\$22.66	\$2.27	\$1.55	\$0.00	\$0.30	\$0.09	\$26.87
4-Nov-12	\$23.04	\$2.30	\$1.55	\$0.00	\$0.30	\$0.09	\$27.28
5-May-13	\$23.01	\$2.30	\$1.60	\$0.00	\$0.30	\$0.09	\$27.30
3-Nov-13	\$23.38	\$2.34	\$1.60	\$0.00	\$0.30	\$0.09	\$27.71
4-May-14	\$23.63	\$2.36	\$1.65	\$0.00	\$0.30	\$0.09	\$28.03
2-Nov-14	\$23.95	\$2.40	\$1.65	\$0.00	\$0.30	\$0.09	\$28.39

WAGE SUMMARY 2011-2015.....PAGE 61

**SHEETERS, DECKERS, CLADDERS (PROV.) (cont'd)
LOCAL UNION 8**

COMMERCIAL

Effective Date	Base Wage	Hol & Vac.	H&W	Pension	Training	Benev.	Total
Foreman A							
01-May-2011	39.03	3.90	1.50	4.00	0.30	0.09	48.82
06-May-2012	39.95	4.00	1.55	4.15	0.30	0.09	50.04
05-May-2013	40.89	4.09	1.60	4.30	0.30	0.09	51.27
04-May-2014	42.06	4.21	1.65	4.50	0.30	0.09	52.81
Foreman B							
01-May-2011	37.33	3.73	1.50	4.00	0.30	0.09	46.95
06-May-2012	38.21	3.82	1.55	4.15	0.30	0.09	48.12
05-May-2013	39.12	3.91	1.60	4.30	0.30	0.09	49.32
04-May-2014	40.23	4.02	1.65	4.50	0.30	0.09	50.79
Journeyman							
01-May-2011	33.94	3.39	1.50	4.00	0.30	0.09	43.22
06-May-2012	34.74	3.47	1.55	4.15	0.30	0.09	44.30
05-May-2013	35.56	3.56	1.60	4.30	0.30	0.09	45.41
04-May-2014	36.57	3.66	1.65	4.50	0.30	0.09	46.77
3rd Year Apprentice							
01-May-2011	28.84	2.88	1.50	4.00	0.30	0.09	37.61
06-May-2012	29.53	2.95	1.55	4.15	0.30	0.09	38.57
05-May-2013	30.23	3.02	1.60	4.30	0.30	0.09	39.54
04-May-2014	31.08	3.11	1.65	4.50	0.30	0.09	40.73
2nd Year Apprentice							
01-May-2011	25.46	2.55	1.50	4.00	0.30	0.09	33.90
06-May-2012	26.06	2.61	1.55	4.15	0.30	0.09	34.76
05-May-2013	26.67	2.67	1.60	4.30	0.30	0.09	35.63
04-May-2014	27.43	2.74	1.65	4.50	0.30	0.09	36.71
1st Year Apprentice							
01-May-2011	22.06	2.21	1.50	4.00	0.30	0.09	30.16
06-May-2012	22.58	2.26	1.55	4.15	0.30	0.09	30.93
05-May-2013	23.11	2.31	1.60	4.30	0.30	0.09	31.71
04-May-2014	23.77	2.38	1.65	4.50	0.30	0.09	32.69
Probationary							
01-May-2011	18.67	1.87	1.50		0.30	0.09	22.43
06-May-2012	19.11	1.91	1.55		0.30	0.09	22.96
05-May-2013	19.56	1.96	1.60		0.30	0.09	23.51
04-May-2014	20.11	2.01	1.65		0.30	0.09	24.16

Note: Probationary Apprentices (Commercial & Industrial) shall not receive the Pension contributions.

➤ **Expiration Date April 30, 2015**
